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Form	NI RE	3 - 501	(2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WE	THE IN THIS SPACE	
Case	Date Filed	
10-CA-157476	08/06/2015	

		10-CA-13/4/0	08/06/2015
File an original of this charge with NLRB Regional	Director in which the alleged unfair labor	practice occurred or is occurring	29
The air original or this charge with NEXE Regional	EMPLOYER AGAINST WHOM CHARG	E IS BROUGHT	tg.
a. Name of Employer		b. Tel. No.	
MillerCoors, LLC		(336)627-24	171
Millior Goods, EEG		c. Cell No.	****
		336-552-49	908
d. Address (street, city, state ZIP code)	e. Employer Representative	f, Fax No.	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
1863 E Meadow Rd, Eden, NC	c. Empleyer representative	1.1 42 110.	
27288-4067	Tracy Marvin, HR Manager	g. e-Mail	
21200-4001	Tracy Mai VIII, FIX Mariagei		@millercoors.com
			on (City and State)
		Eden, NC	on (City and State)
1 Time of Establishment (feetons murning home	i. Principal Product or Service		kers at dispute location
i. Type of Establishment (factory, nursing home, hotel)	J. Principal Product of Service		kers at dispute location
Brewery	Beer	600	
	1.500.000.000	1 1	1 (1) (2)
I. The above-named employer has engaged in and of the National Labor Relations Act, and these unf			
labor practices are unfair practices affecting comm			or many an array array
2. Basis of the Charge (set forth a clear and conci-	se statement of the facts constituting the	alleged unfair labor practices)	
		•	
On about May 21 2015 the above a	amed Employer by (b) (6)	1 (7)(C)	and large CC in
On about May 21, 2015, the above-n	amed Employer, by (b) (c), (l	(I)(C), threater	ned layou in
retaliation for union activity.			
Y 1 -1 - 4) X 2015 41 - 1	D	V(C)	1
In about May 2015, the above-named	Employer, by (b) (6), (b) (7	, advised emp	oloyees that it was
rescinding its earlier offer to move m	echanics back to mechanic po	sitions, because of uni-	on activities and
NLRB activities.		<i>i</i> 5	
TAIRED activities.			
Since about May 2015, the Employer	has failed and refused to mo	ve mechanics back to n	nechanic positions,
because of union activities and NLRI	B activities		50° 10° 10° 10° 10° 10° 10° 10° 10° 10° 1
3. Full name of party filing charge (if labor organize		and number	
International Brotherhood of Teamster		and number,	
4a. Address (street and number, city, state, and ZI		4b. Tel. No.	
3910 Teamsters PI, Colfax, NC 27235			140212
3910 Teamsters FI, Collax, NO 27233	-3000	(336)996-20	740213
		4c, Cell No.	
		4d. Fax No.	
		(336)996-44	131
		4e. e-Mail	101
		ac. e-ividit	
5. Full name of national or international labor organ	nization of which it is an affiliate or const	tuent unit (to be filled in when a	charge is filed by a labor
organization)	The second secon		V
International Brotherhood of Teamste	rs		
6. DECLARATION		Tel. No.	
I declare that I have read the above charge a	nd that the statements are true to the		140213
my knowledge and belief.		(0,00,000-20	710210
. , ,		Office, if any, Ce	II No.
By: A Dard of ann	J. David James, Esq.	336-275-29	
(signature of representative or person making cl		Fax No.	
		(336)996-44	131
Address: 3910 Teamsters PI, Colfax, NC	Date: 6-6-15	e-Mail	
	,		@earthlink,net
27235-5600		juaviujairies	Wedi tilling, not

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

Download NLRB Mobile App

SUBREGION 11 4035 University Pkwy Ste 200 Winston Salem, NC 27106-3275

August 6, 2015

Agency Website: www.nlrb.gov

Telephone: (336)631-5201

Fax: (336)631-5210

Tracy Marvin, HR Manager MillerCoors, LLC 1863 E Meadow Rd Eden, NC 27288-4067

> Re: MillerCoors, LLC Case 10-CA-157476

Dear Ms. Marvin:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Compliance Officer JENNY DUNN whose telephone number is (336)631-5216. If this Board agent is not available, you may contact Regional Director CLAUDE T. HARRELL JR. whose telephone number is (404)331-2862.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be

considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

<u>Procedures</u>: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlrb.gov or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Claude T. Harrell Jr. Regional Director

By

Scott C. Thompson Officer in Charge

Enclosures:

- 1. Copy of Charge
- 2. Commerce Questionnaire



UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD



Download NLRB Mobile App

SUBREGION 11 4035 University Pkwy Ste 200 Winston Salem, NC 27106-3275

August 6, 2015

Agency Website: www.nlrb.gov

Telephone: (336)631-5201

Fax: (336)631-5210

J. David James, ESQ. International Brotherhood of Teamsters, Local 391 3910 Teamsters Pl Colfax, NC 27235-5600

> Re: MillerCoors, LLC Case 10-CA-157476

Dear Mr. James:

The charge that you filed in this case on August 06, 2015 has been docketed as case number 10-CA-157476. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Compliance Officer JENNY DUNN whose telephone number is (336)631-5216. If this Board agent is not available, you may contact Regional Director CLAUDE T. HARRELL JR. whose telephone number is (404)331-2862.

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If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website www.nlrb.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website www.nlrb.gov or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Claude T. Harrell Jr. Regional Director

Rv

Scott C. Thompson Officer in Charge

FORM NLRB-4701 (5-11)

National Labor Relations Board NOTICE OF APPEARANCE

MI	llerCoors, LLC	
anc		
int	ernational Brotherhood of Teamsters, Local 391	
		CASE 10-CA-157476
_		
Σ	REGIONAL DIRECTOR EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD	GENERAL COUNSEL NATIONAL LABOR RELATIONS BOARD
	WASHINGTON, D.C. 20570	WASHINGTON, D.C. 20570
TH	E UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF MillerCoo	rs, LLC
•••		
IN	THE ABOVE-CAPTIONED MATTER.	
CH	IECK THE APPROPRIATE BOX(ES) BELOW:	
X	REPRESENTATIVE IS AN ATTORNEY	
	IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY M CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BEL	
	NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMEN DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.	
	DOCUMENTS AS DESCRIBED IN SEC. 11042.3 OF THE CASENANDLING MANUAL.	
	NAME OF D. W. H. H. C. D. W.	
1	REPRESENTATIVE Doug Heckler and Leia DeVita	1
	MAILING ADDRESS: 3939 West Highland Blvd. Milwaukee, WI 5320	01
	E:MAIL ADDRESS: Douglas.Heckler@MillerCoors.com and Leia.D	eVita@MillerCoors.com
	OFFICE TELEPHONE NUMBER: 414-931-3139 and 414-391-3596	
	CELL PHONE 414-841-5336 and 203-536-8932	4
	NUMBER: 414-841-3336 and 203-336-8932 FAX:	1/20 1/4
ļ	SIGNATURE: Waylanf DUNNO	ha Henr
)	(Please sign/in	H/k) —
	DATE: 8 28 15	
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IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.



Ms. Jenny Dunn National Labor Relations Board Subregion 11 4035 University Pkey Ste 200 Winston Salem, NC 27106-3275

> Re: MillerCoors, LLC Case 10-CA-157476

Dear Ms. Dunn:

This letter is the statement of position by the Respondent, MillerCoors, in the above-referenced case. The charge alleges that MillerCoors (the "Company") violated Sections 8(a)(1), 8(a)(3), and 8(a)(4) when it threatened layoff in retaliation for union activity, rescinded its offer to move mechanics back to their original position because of union activity and NLRB activities, and refused to move mechanics back to their original position because of union activities and NLRB activities. The Employer denies the allegations of the charge and requests that it be dismissed because they are without merit or, in the alternative, they should be deferred under the NLRB's *Collyer* doctrine because they revolve around interpretation and application of contract language.

a. Background Facts

MillerCoors operates breweries in a number of locations throughout the United States, including Eden, North Carolina. Many of the Company's breweries are unionized, and have been so for many years. The International Brotherhood of Teamsters, Local 391, is the exclusive representative of the production and maintenance employees at the Eden brewery. The workforce has been unionized since the brewery opened in 1978, and there have been a series of labor contracts over the years between the Company and the Teamsters. The current labor contract became effective November, 23 2014 and expires November 18, 2017. It contains a typical grievance and arbitration procedure.

The allegations in this charge relate to the assignment of mechanics to do operator work. In many respects, this is a re-hash of the underlying issues in Charge No. 10-CA-150641, which was recently investigated by this Region. In that case, the Union alleged that the Company discriminated against employees by "failing to follow contractual seniority provisions" regarding the movement of mechanics to operator positions. Some of those allegations were dismissed, others were found to be not timely, and some allegations were deferred to arbitration. In the instant case, the Union tries for another bite at the apple, claiming that during an ongoing series of conversations between a manager and union stewards regarding the ongoing difference of opinion about mechanics working as operators, the manager made a "threat" because of union activity or NLRB activity. The facts do not support this

allegation. The manager's comments were innocuous and hypothetical in nature, as was trying to flesh-out the various options under consideration. The comments were non-threatening and non-retaliatory.

The assignment of mechanics to perform operator work has been an important operating practice at the Eden brewery since 2005. During negotiations for the 2005-2008 labor contract, a primary focus of the negotiations, and the subject of many bargaining sessions, was transitioning the brewery to a more efficient and streamlined operating model by applying principles known as World Class Manufacturing ("WCM"). Fundamental WCM principles include: production lines should be operated by employees working in teams which include both operators and mechanics, operators are responsible for performing a number of maintenance-related tasks on the production equipment, and maintenance people are assigned as needed to do operator work. The interchangeability of job assignments provides the employees on the work team with broader, fuller knowledge and skills, and enables greater flexibility and efficiency.

After WCM was implemented, there was a dispute between the Company and the Union over the breadth and scope of the relevant WCM language in the labor contract. This dispute went through the grievance and arbitration process-set forth in the collective bargaining agreement, and in 2008 an arbitrator confirmed the Company's right to have mechanics perform operator work.

The assignment of maintenance employees to operator duties is permitted under Article 2 and Section 6.1(3) of the collective bargaining agreement. In 2008, the Union went to arbitration over the issue whether the Company violated the collective bargaining agreement when it assigned packaging maintenance employees to relieve packaging operators for periods of a full day or more. The Union lost that arbitration case, with the arbitrator finding that under the relevant contract language, these two classifications of employees are fungible. If the Union disputes this, it should bring the claims through the grievance and arbitration process set forth in the collective bargaining agreement.

The Teamsters represent a single bargaining unit of mechanics and operators. Therefore there are inherently competing interests within the members of the Union. Due to the World Class Manufacturing language, there is an ongoing battle between the interests of mechanics and operators depending on who is in leadership. For example, the previous (b) (6), (b) (7)(C) was an operator and encouraged mechanics and operator to each perform both mechanic and operator tasks.

In a desire not to layoff employees, the Eden Brewery instead shifts employees to operator and mechanic tasks based on the need of the brewery. A mechanic who is assigned to operator duties on a long term basis is saved from a layoff when there are not available mechanic duties. This practice allows a mechanic to keep their shift, mechanic seniority and mechanic pay. If the Eden Brewery did not follow this practice, it would have to layoff mechanics and then recall them as operators. This would result in mechanics being laid off, losing their seniority, shift selection, and mechanic pay, only to then be recalled from layoff as operators.

b. Retaliatory Statement

in the Eden Brewery. (b) (6), (b) (7)(C) is responsible for (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) is (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) , in (b) (6), (b) (7)(C) requires to ensure that high quality products are packaged cost effectively through maximizing operational efficiency and reliability. (b) (6). (b) (7)(C) did not threaten to layoff any union employee. A comment was made by (b) (6), (b) (7)(C) about not wanting employees to be laid off as an unintentional consequence to a suggestion made after a series of conversations with union stewards regarding moving employees from maintenance duties to operator duties. On April 28, 2015, (b) (6), (b) (7)(C) met with (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) to discuss five mechanic employees being assigned to work as operators on a temporary basis. Initially, (b) (6), (b) (7)(C) said that (b) (6), (b) (7)(C) could move the employees to operator duties under the contract. However, in follow-up conversations, (b) (6), (b) (7)(C) voiced objections to this, and wanted to work with (b) (6), (b) (7)(C) to find a different resolution. again on April 30, 2015, May 1, 2015, May 11, 2015, and May 12, 2015 to try and find common ground on a compromise that would work for both parties. During these meetings (b) (6), (b) (7)(C) discussed several possibilities surrounding moving the five mechanic employees to operator positions. A suggestion was made to only move two of the five employees to operator duties, and another suggestion was to move the five employees to operator duties for one month and then evaluate their performance every two weeks. (b) (6), (b) (7)(C) expressed concern because (b) (6), (b) (7)(C) regarding this issue. (b) (6), (b) (7)(C) told (b) (6), (b) (7)(C) that biss feared that if they came to an agreement it might be overturned by (b)(6)(b)(7)(C) or Vernon Gannon, the Secretary/Treasurer of the Union. In [b] (b) (ast meeting with (b) (6), (b) (7)(C) on May 12, 2015, (b) (6), (b) (7)(C) firmly proposed that all mechanics be assigned back to mechanic duties and no mechanic be assigned to operator duties. reviewed the staffing matrix with (b) (6), (b) (7)(C) and pointed out that there would be more mechanics than mechanic positions in the Packaging Department. In other words, if moved all mechanics back to mechanic duties instead of operator duties, there would be more mechanics than positions, forcing a layoff. (b) (6), (b) (7)(C) asked (b) (6), (b) (7)(C) happen if had too many mechanics for positions and told (b) (6), (b) (7)(C) that odd not want to layoff any mechanic. (b) (6) (b) (7)(c) had no intention of laying off any employee. Rather, (b) (6) (b) (7)(c) hypothetical simply to point out to (b) (6), (b) (7)(C) that if one moved all mechanics out of operator duties a layoff would be necessary. The Union now contends that this was a threatening and retaliatory statement. The evidence does not sustain that allegation. (b) (6), (b) (7)(C) was merely pointing out an unintended consequence of a scenario presented by two union (b)(8),(b)(7)(c) during a series of long discussions regarding mechanics performing operator work. This statement was not intended to be a punishment for any union activity. In fact, intentions were to the contrary - was trying to find a way to assure that no employees would be laid off.

c. Movement of Mechanics Back to Original Positions

(b) (6). (b) (7)(C) and the Eden Brewery did not agree to any plan that would return mechanics back to their prior positions. (b) (6). (b) (7)(C) discussed moving five mechanics to operator positions with (b) (6). (b) (7)(C) and (b) (6). (b) (7)(C) along with several alternatives to moving them. (b) (6). (b) (7)(C) did not propose moving mechanics back to the prior positions, but discussed this option with (b) (6). (b) (7)(C) and (b) (6). (b) (7)(C) after they suggested it. However, nothing was finalized or proposed to the Union. (b) (6). (b) (7)(C) could not have rescinded any offer to place mechanics back to their prior position because no offer was made.

(b) (6), (b) (7)(C) did not provide the Union with any documentation regarding moving mechanics back to operator duties. (b) (6), (b) (7)(C) verbally told (b) (6), (b) (7)(C) during their meeting on May 12, 2015 that they wanted mechanics placed within the Packaging Department. (b) (6), (b) (7)(C) merely suggested this as an option and did not discuss details on how it would be accomplished. No outline on how the suggestion would take effect was presented to either the Union or to (b) (6), (b) (7)(C). The suggestion of moving mechanics back to the prior position was merely one of many possibilities discussed during these meetings. While no outline was provided during these discussions, (b) (6), (b) (7)(C) did provide a rough draft of a performance review form that would be used for all employees.

Eden Brewery has the right of assignment and, per the contract, can assign mechanics to operator duties. This Union has a history of disagreeing with the Company's rights in this regard and trying to find different ways to challenge those rights and to minimize the impact of the 2008 arbitration decision. It is disingenuous for the Union to use a good faith discussion of issues by a manager with stewards, taking comments out of context, and claiming those comments establish a threat or retaliation. In fact, it is for this reason that the rule exists in arbitration and in court proceedings that statements made by parties during settlement discussions cannot be subsequently used in a hearing by either party against the other.

The Union's charge is without merit and should be dismissed. In the alternative, the Company believes that issues related to the ongoing disagreement over mechanics doing operator work are appropriate for the NLRB to defer to arbitration under the grievance and arbitration mechanism in the labor contract.

Sincerely,

Leia DeVita Labor Relations Specialist MillerCoors 3939 West Highland Blvd Milwaukee, WI 53201

MillerCoors, LLC Case 10-CA-150641

Attached Documentation

- 1. Any documents in the Employer's possession concerning movement of mechanics to operator positions on a more than temporary basis, including but not limited to any written guidelines for such transfers.
 - Article 2 of the CBA
 - Section 6(3) of the CBA
 - 2008 Arbitration Decision
- Documents, including but not limited to employee work schedules and payroll records, that will show any Employer movement of mechanics to operator positions at the Employer's Eden, North Carolina facility, since November 1, 2014.
 - (b) (6), (b) (7)(C) Schedule since 11/1/2014 as of 7/15/2015
 - (b) (6), (b) (7)(C) Schedule since 11/1/2014 as of 7/15/2015
 - (b) (6), (b) (7)(C) Schedule since 11/1/2014 as of 7/15/2015
 - (b) (6), (b) (7)(C) Schedule since 11/1/2014 as of 7/15/2015
 - *These records show that on days when these employees were assigned operator work, they remained classified as mechanics (see column 5).
- Any documents that will show or explain the Employer's need to move mechanics to operator positions at the Eden, North Carolina facility, since November 1, 2014.
 - None
- 4. Records that will show the job classifications, such as mechanic or operator, of all unit employees employed at the Employer's facility in Eden, North Carolina at any time since November 1, 2014.
 - Union Seniority Report as of 7/15/2015
- 5. Any and all correspondence between the Employer and Union concerning the movement of mechanics to operator positions at the Employer's Eden, North Carolina facility.
 - Multiple grievances and grievance decisions
- 6. The Employer's written guidelines and/or requirements for selection to the PEST/BEST team.
 - Email description of interview process
 - Letter of Agreement Number 18
- 7. Any and all grievances that have been filed, and documents showing any meetings and their current status, concerning the allegations of this charge, including but not limited to all grievances filed over the movement of mechanics to operator positions in Eden, North Carolina, the Employer's decision as to the PEST/BEST team, and any threat to lay off employees in response to union activities.
 - See response to request 5
 - Email and attachment describing meeting with (b) (6). (b) (7)(C) regarding (b) (6). (b) (7)(C) Position
- 8. Any and all applicable sections of the parties' collective-bargaining agreement that are pertinent to the allegations of the charge.
 - · See response to request 1 and 6
 - Letter of Agreement Number 1

- 9. The Employer's signed Request for Deferral form, should it assert that deferral of this charge to the grievance procedure is appropriate.
 - Attached
- Documentary evidence including documents relating to the Employer's decision not to place on the Emergency Response Team.
 - None
- 11. Copies of disciplines issued to (b) (6), (b) (7)(C), 2014.
 - Verbal Warning, Written Warning, and Suspension dated (14)
- 12. Correspondence between (b) (6), (b) (7)(C) the Union and the Employer about the (b) (6), (b) (7)(C)
 - Email from (b) (6), (b) (7)(C) dated 3/5/2015
 - Letter from (b) (6), (b) (7)(C) dated 3/11/2015
 - Letter from (b) (6), (b) (7)(C) dated 3/11/2015
 - Email from (b) (6), (b) (7)(C) dated 3/11/2015
- 13. Correspondence between the Union and the Employer about the function at child's school.
 - Email from (b) (6), (b) (7)(C) dated 4/15/2015
- 14. Documents relating to the Employer's refusal to consider for the Asset Care Planner Position
 - · Email of employees considered for the Asset Care Planner Position
- 15. Copies of any grievances filed in these matters.
 - Multiple grievances and grievance decisions

1.

cooperative spirit and common goals espoused by this Section are desirable and will have a positive impact on employees, the productivity and the viability of the Eden Brewery.

The parties agree to establish a committee comprised of representatives from management and the Union. Each party will select their own representatives. This committee will meet to discuss initiatives related to the principles of this Section, and will oversee the implementation of the WCM process. Further, this committee will attempt to resolve issues that may arise from this Section. Regular meetings will be scheduled unless the parties agree not to meet.

It is understood that the committee shall not re-negotiate terms and conditions of the Agreement, nor affect the legal relationship between the parties. Nothing contained herein will limit the rights of the Company or Union under the Agreement.

ARTICLE 2 MANAGEMENT

Except as otherwise expressly or implicitly limited by this Agreement, the management of the Company's plant and business and the direction of the working force including the right to plan, direct, and control operations and use all equipment and other property of the Company; hire, discipline, or discharge employees for just cause; transfer or relieve employees from duty for lack of work or other legitimate reasons; the right to study or introduce improved production methods or facilities; and the right to establish and maintain reasonable rules and regulations covering the operation of the plant are vested exclusively in the Company, provided that these rights shall not be exercised in any manner

which would constitute a breach of any other article of this Agreement.

All functions of management not herein otherwise relinquished or limited shall remain vested in the Company.

Any alleged breach of the Agreement by virtue of the exercise by the Company of any of the above specified rights may be subject to challenge by the Union by resort to the grievance procedure contained herein.

ARTICLE 3 UNION ACTIVITY

Section 3.1 UNION MEMBERSHIP

The Company shall give all new employees a copy of this Agreement and will suggest to each new employee at the time of his employment that he/she voluntarily sign the application card for membership in the Union and execute an authorization for the checkoff of Union dues and initiation fee on the forms furnished by the Union. A copy of such authorization card shall be forwarded to the Financial Secretary of the Local Union along with the membership application of such employee.

The Company and its supervisors shall not discriminate against any employee because of Union membership or activity.

Section 3.2 UNION SHOP

If the Union Shop becomes permissible, a Union Shop provision shall be included in the labor agreement. Said Union Shop provision shall be negotiated during the period between the date upon which the necessary

6.1(3)Within Brewing and within Packaging, the Company may assign any tasks previously performed by operators to maintenance employees and may assign any tasks previously performed by maintenance employees to operators, based on the Company's determination they have the skills to perform the work. Except as stated above, employees in each work group and work skill group shall continue to perform work they have traditionally been assigned. However, such work may be reassigned or shared between the Production and Maintenance Departments and between work skill groups within the Maintenance Department if the work is minor in nature, and does not require the specialized skill or knowledge of the employees in the work group who previously performed the work.

6.2 LOSS OF SENIORITY

The seniority of an employee shall terminate upon the occurrence of any of the following events:

- 1 Quit or discharge for just cause.
- 2. Layoff in excess of twenty-four (24) months.
- Failure or refusal to report for work upon receipt of recall notice by the employee as stated in Section 9.2, Recall.
- 4. Failure to report at the termination of a leave of absence.
- 5. Periods of absence for more than two (2) years due to illness or disability, except when disability is a result of compensable injury. The above two (2) year period may be extended by the Company for an additional year for employees with five (5) or more years of seniority upon a showing of medical evidence of continued disability.

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TEAMSTERS LOCAL UNION 391)
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Arbitrator: Glen M Bendixsen

John F. Wymer, III (Counsel for the Company)
J. David James (Counsel for the Union)

OPINION

BENDIXSEN, Arbitrator: Pursuant to the parties' collective bargaining agreement

(November 21, 2005 through November 16, 2008), and selection of an arbitrator through the

Federal Mediation and Conciliation Service, hearing was held in this case in Greensboro, North

Carolina. The parties appeared through counsel and presented oral and documentary evidence,

and argument. A transcript of the hearing was made, and post-hearing briefs were filed.

THE ISSUES

The Union states that the issues are as follows:

Did the Company breach the Collective Bargaining Agreement by assigning packaging maintenance employees to relieve packaging operators for periods of more than a full day or more. If so, what remedy should be awarded the Union?

The Company states that the issue for determination is as follows:

Is the Company's right to relieve production workers in the packaging department with maintenance employees in the packaging department limited to periods of less than a full day?

CONTRACT PROVISIONS IN ISSUE

Article 6 of the parties' contract addresses seniority. This case involves amendments to Section 6.1(3) to which the parties agreed when they negotiated their current agreement. In the previous contract Section 6.1(3) read as follows:

Employees in each work group and work skills group shall continue to perform work they have traditionally been assigned. However, such work may be reassigned or shared between the Production and Maintenance Departments and between work skill groups within the Maintenance Department if the work is minor in nature, and does not require the specialized skill or knowledge of the employees in the work group who previously performed the work.

The parties agreed to amend Section 6.1(3) as follows:

The Company may assign any tasks previously performed by packaging operators to packaging maintenance employees and may assign any tasks previously performed by packaging maintenance employees to packaging operators, based on the Company's determination they have the skills to perform the work. Except as stated above, employees in each work group and work skills group shall continue to perform work they have traditionally been assigned. However, such work may be reassigned or shared between the production and maintenance departments and between work skill groups within the maintenance department if the work is minor in nature, and does not require the specialized skill or knowledge of the employees in the work group who previously performed the work.

This amendment essentially retained the language of Section 6.1(3) but prefaced with a new first sentence followed by introductory phrase, "Except as stated above." Discussions prior to submitting the new contract for ratification led the parties on July 13, 2006, to enter into a "Letter of Agreement." This was deemed a "protection" letter and in pertinent part, stated as follows:

* * *

The Company affirms that as a direct result of the provisions of Article 6, Section 6.1(3) no employee on the payroll on July 17, 2006, will be involuntarily laid off. During other periods of involuntary layoffs (of employees on the payroll on July 17 2006), the Company agrees not to assign maintenance employees to relieve production operators for long term leaves, vacations, or relief periods which involve lunch or breaks. All other WCM initiatives will continue.

* * *

THE EVIDENCE

The parties submitted evidence describing production and maintenance employees covered by collective bargaining agreements in six Company breweries across the country. This dispute involves the production and maintenance unit at the Company's Eden, North Carolina brewery and, more specifically, the employees in that unit who do "packaging" work. The development which gave rise to the dispute was the Company's primary demand during the parties' 2005-2006 negotiations over a successor contract.

In those negotiations the Company explained a "World Class Manufacturing" plan which it had initiated at other breweries and wanted to initiate at the Eden brewery. The two main aspects of "WCM" are training employees in additional skills to qualify them for additional forms

of work; and, eliminating contractual job restrictions which restrict them from performing work they are qualified to perform. Under the parties' contract the Union is the exclusive representative of both production and maintenance employees in a single bargaining unit. Article 6, the seniority provisions, specifies that for seniority purposes there are two departments, Production and Maintenance, each with its own seniority list. In separate provisions (that in the current contract appear to be unchanged) both departments are divided into several "groups." In the Production Department "Packaging" is one of the five "work groups." The production employees who operate packaging machines (for example for bottles and cans) are also referred to as "package operators."

In the Maintenance Department there are four "work skill groups" (Mechanical, Electrical, Powerhouse Operator/Mechanic, Oiling). Each of these groups are broken down into subgroups according to their responsibility. Mechanical, Electrical, and Oiling each include "packaging" subgroups that maintain equipment used in packaging.

Under the parties' contract the wages of Production employees are slightly lower than the wages of Maintenance employees.

There is testimony that the Eden brewery has about 500 production and maintenance employees working on three shifts and that a majority of these comprise a "packaging department." Presumably this is a shorthand description of the groups of employees performing packaging related functions, as related above, in both the Production and Maintenance Departments.

Both parties began negotiations in 2005 with the understanding that the implementation of WCM at the Eden brewery was impeded by Section 6.1(3) of the existing contract. As set

forth above, that section specified that production and maintenance employees "would continue to perform the work they have traditionally performed." It allowed reassigning or sharing of work between the two groups only when the work was "minor in nature," did not require the skills of the displaced employee, and was related to the work done by the displacer's work group. The barrier this provided to WCM is illustrated by the Company's first proposal on November 14, 2005, to amend Section 6.1(3) to read as follows:

Nothing in the Agreement or in any grievance settlement or other agreements or documents of any kind to the contrary nor in any associated practice (written, oral, or implied) to the contrary, shall in any way restrict or preclude the Company's assignment of any tasks previously performed by operators to maintenance employees or assignment of any tasks previously performed by maintenance employees to operators.

(b) (6), (b) (7)(C), is the Company's (b) (6), (b) (7)(C) and was the (b) (6), (b) (7)(C) in the Eden brewery negotiations. Testified that this first proposal was to implement WCM by cross-training of production and maintenance employees so that without limitation either group could cover for the other. It was one modeled, testified, on the analogous provision which the Company a year earlier had successfully negotiated with the union (IAM) which represents the Company's production and maintenance employees in a single unit at the Company's Albany, Georgia, brewery.

The Union negotiators, primarily Business Agent Vernon Gammon (assisted in some sessions by Union President Jack Cipriani) flatly rejected this proposal on the ground that it could enable the Company to reduce substantially the number of machine operators in the Production Department. Gammon, supported by other Union witness, testified how this could happen: the Company had traditionally assigned to each work line two "utility operators" who

were available to fill in for operators during lunch and work breaks and, apparently as well, for weeks at a time when operators were on vacations or leaves of absence. Assertedly the Company's Section 6.1(3) proposal authorizing maintenance employees to fill in for operators as utility operators had been doing would have allowed the Company by attrition or otherwise to do away with the 50 or so utility operators and perhaps as many as 100 operators overall. Moreover, according to that testimony, operators who filled in by working overtime would lose that work to maintenance employees.

During ensuing negotiations the Company did not submit another amendment to Section 6.1(3) until February 1, 2006. On that date its second proposal merely added to the end of the rejected first proposal the following language:

* * * or the assignment of any tasks between the work skills within the maintenance department based on the Company's determination that they have the skills to perform the work.

The Union rejected this proposal on the ground that the retention in Section 6.1(3) of the first proposal's language would have the same objectionable result of reducing the number of operators and their overtime opportunities. The record does not shed much light on the course of subsequent negotiations but does show that the Union continued to oppose a Company insistence that to implement WCM it had to have unrestricted rights to interchange production and maintenance employees. To that end on June 8, 2006, the Company renewed its second proposal, which the Union again rejected. The evidence shows that at one negotiating session it was clear that the Company was not just seeking the right to exchange employees during lunches and breaks, leading a Union negotiator (Business Agent Gammon) to observe that "we

understand your proposal. You want mechanics [maintenance employees] to fill in when and where you want."

In the June 8th bargaining session the Company and the Union exchanged documentation addressing their respective views on the Union's concern whether amending Section 6.1(3) to effectuate WCM would result in layoffs. The Union document recited that the parties had agreed that the Company "will not lay-off any employee as a direct result of the implementation of the provisions of * * • [WCM]."; and, that during "non WCM layoffs, no maintenance employee will be assigned to relieve production operators for relief periods involving lunch or breaks."

The Union document contained a paragraph which stated as follows:

Employees in each work group and work skill shall continue to perform the work they have been traditionally been assigned. However, the Company may assign any task previously performed by operators to packaging maintenance employees or any task previously performed by packaging maintenance employees to operators.

The truncated notes in the record of the June 8 bargaining session focus on these documents and include Union President Cipriani's statement that he thought they made the parties' agreements "ironclad" as to layoffs. Company (b) (6), (b) (7)(C) testified that in sidebars during that bargaining session reiterated to Union President Cipriani that the Company's position on amending Section 6.1(3) to permit exchange of employees "was not limited to lunches and breaks." Union (b) (6), (b) (7)(C) testified that at the bargaining sessions attended it "was pretty clear" that the Company was seeking an "unlimited right" to exchange production and maintenance employees. Union Business Agent Gammon testified that in Company "proposals from day one always said "its more than lunches and breaks." though there was very little "talk about leaves and things." Cipriani testified that the Union

"never agreed" as to cover * * * for long term leaves and absences and vacations."

[b](6),(b)(7)(c)

testified, however, that every time the Union negotiator mentioned lunches and breaks told
them "they should clearly understand, we are not just talking breaks and lunches. Vacation is
very important to our side. We can't work without it. Its an integral part of WCM."

At a bargaining session on June 9, the day after the session focusing on layoffs, the Company presented a 4th proposal on Section 6.1(3). This reduced that Section to one sentence which permitted unlimited interchange between production and maintenance employees who had the requisite skills. This appears to reflect partially the Union's stated position in the paragraph from the Union's layoff document, quoted above. The significant difference is that the Union position on June 8 limited such interchange to employees engaged in packaging.

In a bargaining session on June 15, the Company submitted a proposal which added to the June 9 proposal a sentence from an earlier proposal which permitted exchange of employees among skill groups in the Maintenance Department to perform minor work not requiring specialized skills.

At the following days bargaining session on June 16 the parties agreed on three changes to the previous day's proposal that made this 6th Company proposal for Section 6.1(3) one that was acceptable to both parties. The first sentence was qualified by limiting it to employees in both Departments who perform packaging work. The Company's acquiescence to this limitation appears to reflect the reality that a majority of the employees in the unit were involved in packaging.

The second change in the Company's final proposal was the insertion of a second sentence as follows: "Except as stated above, employees in each work group and work skill

group shall continue to perform work they have traditionally been assigned." This, other than the first four words, is the first sentence of Section 6.1(3) in the expiring contract, and its inclusion was insisted upon by the Union negotiators. Their testimony suggests that they sought this language as a barrier to having maintenance employees overwhelm production operators about which, as stated above, they had voiced concerns. Company negotiator testified to the effect that because the first sentence in the new Section 6.1(3) permitted the Company to treat packaging employees as "interchangeable," the second sentence was put in to show that the Company agreed that as to all other production and maintenance employees, the practice under the old contract would continue; furthermore, that this is confirmed by the last sentence which specifically continues the practice under the old contract of cross-assigning employees in the Production and Maintenance Departments and within the latter department to do "minor work" subject to some limitations.

Before submitting the new contract for unit ratification the Union sought changes in the Company's June 8 layoff "protection" letter pledging there would be no layoffs resulting from implementation of WCM. This resulted in the Company agreeing to expand the protection in the parties' Letter of Agreement dated July 14, 2006, set forth earlier. This expanded letter pledges that when layoffs are for other reasons the Company would not assign maintenance employees to relieve production operators "for long term leaves, vacations or relief periods which involve lunch or breaks."

[DIGN. (DIVIC)] testified that this addressed the Union's concern that when factors other than WCM cause a layoff, it should not be aggravated among production operators by assigning maintenance employees to relieve operators during those periods. The Company decided to do that now, testified, "rather than fight about it in the future."

At the time of the hearing, no employee in the bargaining unit hired since the Letter of Agreement has been laid off. Though not definitive, this may reflect that during this period substantial number of unit employees have been diverted into WCM training sessions.

The parties stipulated some of the similarities and differences between collective bargaining at Eden and five other Company breweries. Like Eden, three other breweries have wall-to-wall Production and Maintenance bargaining units: Albany (Georgia), Fort Worth (Texas) and Trenton (Ohio). At the two other breweries in Irwindale (California) and Milwaukee (Wisconsin) the production and maintenance employees are in separate bargaining units represented by different unions.

At Fort Worth the single production and maintenance unit is also represented by a Teamsters local. At Irwindale the separate production unit is represented by a Teamsters local. Union President Cipriani is a Teamsters International official. As such he has been involved in or familiar with negotiations at those breweries where the Company negotiated with the Teamsters locals to implement WCM by similarly amending contractual provisions which are comparable to Section 6.1(3). In his testimony Cipriani revealed his familiarity even as to breweries where the Teamsters are not a bargaining representative.

Near the end of the hearing the parties stipulated that the Company had been successful at other wall-to-wall production and maintenance units, like Eden here, to obtain the contract right to interchange the two groups of employees. However, unlike Eden, at these other breweries that right is not limited to packaging employees. In Fort Worth the Teamsters local agreed to the following provision: "The Company may assign any task performed by maintenance employees to operators." In Albany the union (IAM) agreed to an almost identical provision. Although not

included in the stipulation, the Union has not challenged the Company's assertion that at Trenton the contract with the production and maintenance employees' single bargaining representative provides for unlimited exchange between those employees.

Where multiple unions represent those employees the Company has not been that successful. In Irwindale, where the Teamsters local represents only the production employees, the contract provides that maintenance unit employees may operate equipment normally operated by production unit employees only in specified circumstances, including "to cover for breaks, lunches, and training purposes." At Irwindale the Company also provided a layoff protection agreement, narrower than the one here, specifying that during some involuntary layoffs maintenance employees would not be assigned to relieve production operators "for relief periods which involve lunches or breaks." At Milwaukee, where the production and maintenance employees are in separate bargaining units represented by different unions, the contract limitations on interchange of employees apparently is the same as Irwindale.

A few months after the new contract went into effect at Eden, the Company began implementing WCM by providing cross-training among production and maintenance employees and cross-assigning packaging employees. This was not just for relief during lunches or breaks. It was also for full days and for a week or more for employees, for example, on vacation.

(b) (6), (b) (7)(C) testified that this was the reason the Union file two successive and identical grievances alleging that under the parties' contract packaging employees could relieve other packaging employees for lunches or breaks, but not for a full day or week. The Company denied the grievances, citing the first sentence of amended Section 6.1(3) as a new authorization for

packaging employees in both production and maintenance to be used "interchangeably." This, the Company stated, was agreed upon to "set the foundation" for WCM at the Eden brewery.

THE POSITION OF THE PARTIES

The parties' positions may be summarized as follows:

The Union: In the 2005 negotiations a primary goal of the company was to amend Section 6.1(3) in a manner which would implement WCM at the Eden brewery. To do this it repeatedly proposed amendments which would commit the Union to having the production and maintenance employees interchangeable in 8 of the 9 job functions those employees performed, The Union flatly rejected these proposals as contrary to the distinctiveness of the Production and Maintenance Departments' respective work and skill groups. The Union was aware of the Company's successful negotiations of such a union commitment at the Albany and Fort Worth breweries. To avoid such a contractual provision the Union insisted that Section 6.1(3) continue to provide that "employees in each work group and work skill shall continue to perform the work they have traditionally been assigned." Under the prior contract that language prohibited interchangeability of employees with the stated and qualified exception of cross-assignments to perform minor functions. The retention of that language in the new contract was a breakthrough. It indicated that the Company had backed off a demand for interchangeability of such duration that it would remove an employee from the group or work skill he had traditionally performed. Another breakthrough was the parties' agreement to amend Section 6.1(3) so that any increase in interchangeability would apply only to packaging employees.

The Company's initial implementation of Section 6.1(3) after the successor contract went into effect shows that these breakthroughs were not intended to permit cross-assignment of packaging employees for a duration which removed an employee from his/her traditional work assignment. For a period of time the Company did limit cross-assignments to minor tasks and hourly absence because of lunches and breaks. For the remainder of the day the replacement employee performed work traditionally assigned. Then, after a period of several months the Company began cross-assigning for full days and weeks, to replace employees on leave or vacation

This virtually unlimited application of Section 6.1(3) violated the terms of 6.1(3) and its bargaining history. Throughout the negotiations the Union responded to the Company's insistence that to implement WCM it needed broad rights of cross-assignment (including replacements during leaves and vacations) by countering that the Union would only agree to such assignments for relief during lunches and breaks. No evidence in the record shows that the Union abandoned that counter-demand after agreeing to the Company's final proposal retaining, as the Union insisted, the language on preserving traditional work assignments. The contrary is not shown by the provision in the parties' post-agreement layoff protection letter stating that during involuntary layoffs the Company would not cross-assign maintenance employees for "long term leaves, vacations, or relief periods which involve a lunch or break." As Cipriani, Union president and negotiator testified, at that stage the Union knew that Section 6.1(3) did not incorporate the Company's position on leaves and vacations. Getting the Company to agree to abandon that position as regards maintenance employee assignments during certain layoffs was "just icing on the cake."

The Company: The first and new sentence to Section 6.1(3) is a plain and unambiguous grant to the Company of the unqualified right to cross-assign packaging employee who have the skills to perform the work. A determination to limit its application to relief assignments during hunches and breaks would violate the principle that clear contract language must not be nullified by adding or detracting from its plain meaning by reliance on extrinsic evidence.

In any event, evidence revealing the parties' negotiations overwhelmingly shows the purpose of the Company proposal to add the new first sentence to Section 6.1(3). It was to authorize the training and assigning of packaging employees in the Production and Maintenance Departments to make them interchangeable without the restriction to cross-assignment during lunch and breaks which the Union proposed; furthermore, Company negotiators both rejected that proposal and stated repeatedly that, to implement WCM, its proposals for Section 6.1(3) provided for unrestricted relief assignments including leaves and vacations.

The second sentence to Section 6.1(3) retains the prior contract's commitment that employees will continue to perform their traditional assignments. However, this is now designated an "exception" to the grant in the first sentence. Together with the concluding sentence retaining the right to cross-assign minor work, these two carryover provisions from the previous contract reflect the course of the negotiations: that as to employees other than packaging employees the Company was essentially willing to cross-assign as previously permitted.

The Union's purported subjective intent not to agree beyond relief for lunches and breaks is, even if the case, unavailing. The parties are bound by an objective determination of their

positions in negotiations and a common sense interpretation of the contract language to which they agreed.

The layoff protection letter does not support the Union's claim. The Company's initial proposal was not to layoff any current employee as a result of the implementation of WCM under the newly negotiated Section 6.1(3). The addition sought by the Union merely guarantees that during involuntary layoffs the Company would not use maintenance employees to fill in for, among other periods, leaves and vacations. This guarantee would be nonsensical if Section 6.1(3) did not give the Company the right to use some maintenance employees (packaging) for leaves and vacations.

Similar and WCM related provisions like Section 6.1(3) in Teamster contracts at other breweries show the Union negotiators were well aware of how to obtain contract language limiting the interchangeability of unit employees. Union President and negotiator Cipriani was party to negotiations at Irwindale where the contract negotiated expressly limits interchangeability to the short periods of lunches and breaks. Cipriani was also a negotiator at Fort Worth where the Teamsters agreed to cross-assignment of production and maintenance employees, without inclusion of a lunches and breaks restriction. Thus during the Eden brewery negotiations here the Union was well aware that without such restriction Section 6.1(3) would give the Company broad rights similar to those it has at Fort Worth.

The adverse consequences which the Union predicted would result from a broad implementation of Section 6.1(3) have not eventuated. The Union concedes it is not grieving over any "losses." There have been no layoffs or loss of overtime nor the predicted erosion of production employees by maintenance employees doing some of their work. The evidence

shows, moreover, that packaging employees in Production are now doing 20% of maintenance orders. That percentage will increase as cross-training for WCM advances.

CONCLUSIONS

It is an established principle that explicit and unambiguous contract language must be followed. This rests on common sense. For where the parties have mutually chosen operative language which plainly manifests their mutual intent going beyond that language is impermissible because it could thwart that intent. That degree of explicitness is not established, however, when contract terms may be reasonably construed to have more than one plausible meaning. In that case, an ambiguity is presented. This justifies looking at facts which may resolve that ambiguity by shedding light on the parties' mutual intent. This includes statements of the parties made at pre-contract negotiations, bargaining history, and past practice. The authorities cited by the parties indicate that these are the principles they wish to have applied here.

The parties appear to agree that in amending Section 6.1(3) the last two carryover sentences were intended to maintain the parties' practice under the previous contract (2001-2005) of cross-assigning production and maintenance employees on a limited basis. This seems to be contemplated by the last sentence which continues to authorize cross-assigning production and maintenance employees to do "minor work" by an employee who does "related" work. This surely requires extrinsic evidence to determine the plausible meaning of those terms. However, such evidence was not offered and the parties put little if any significance on this last sentence.

The Union places critical reliance on the first carryover sentence declaring that employees will "continue to perform the work they have been traditionally assigned." Whatever the explicitness of the provision, both parties interpret it on the basis of their practice under the prior contract. The record evidence and their arguments show that production employees were assigned maintenance tasks and vice versa only as a practical means of timely and efficiently providing relief for employees on lunches and breaks, and perhaps other short periods during a shift. It is a reasonable inference that the limits on cross-assignments were further limited by the fact that generally employees had not been cross-trained to perform work outside of their job classification.

It was precisely this limiting factor that the Company in the 2005 negotiations decided it had to lift if WCM was to be implemented at the Eden brewery. Therefore, as it had at some other breweries the Company proposed changes in Section 6.1(3) which provided an opportunity to cross-train production and maintenance employees to qualify them to be interchangeable; and, furthermore which lifted the restriction in Section 6.1(3) which could restrict them from performing work they would now be qualified to perform. After a few explanatory proposals to which the Union would not agree the Company proposed and the Union agreed to the new first sentence. On its face the language seems to clearly do just that as to employees assigned to and engaged in packaging related work in both the Production and Maintenance Departments—and who comprise a majority of that bargaining unit. To this considerable extent the Company obtained the contractual foundation for treating its production and maintenance packaging employees as fungible to implement WCM at the Eden brewery.

The above is true unless the Union can show that this is not the only plausible interpretation of Section 6.1(3)'s new first sentence. The gravamen of that Union's claim is that the fungibility the Company began to implement is prohibited by the retention in the second sentence of the commitment that employees will continue to perform work they have traditionally performed. Now, however, this is no longer the linchpin in Section 6.1(3). Rather, the linchpin is explicit provision in the added first sentence for unrestricted interchangeability of packaging employees, who comprise a majority of the bargaining unit, as long as they have the requisite skills. The commitment to have other unit employees continue to perform their traditional assignments is prefaced as an "exception" to this new grant of interchangeability.

Reliance is also misplaced on the parties' post-agreement layoff protection letter. There, the argument goes, the Company did not just agree not to use Section 6.1(3)'s WCM implementation provision (the new first sentence) to layoff incumbent employees. It also agreed that during involuntary layoff it would not assign maintenance employees to relieve production employees during both leaves/vacation and lunches/break. This is not, however, an indication that fungibility of packaging employees under Section 6.1(3) is limited to specified circumstances. Rather by negative implication it shows that under the first sentence of Section 6.1(3) the Company has a broad right of fungibility of packaging employees but was willing during involuntary layoffs not to exercise that right in specified circumstance.

There is significance, moreover, in the stance taken by the Union during negotiations leading to its agreement to the Company's proposed amendments to Section 6.1(3). The Union persisted in its counter-demand that fungibility be limited to relief assignments during lunches and breaks and repeatedly acknowledged its understanding that the Company was proposing

unlimited exchangeability, especially for relief during leaves and vacations. Yet the Union agreed to a final Company proposal which placed no limits, of duration or circumstances, on the cross-assignment of a majority of the employees in the bargaining unit. It also agreed to a layoff protection agreement which was premised on the assumption that the Company had that unrestricted right.

The pre-negotiation knowledge and experience of the Union negotiating team is also significant. Union President Cipriani, a member of the team and a Teamster International official, had participated in negotiations at other breweries. In one instance the Teamsters local had agreed to unlimited interchangeability for WCM purposes (Fort Worth) but in another instance (Irwindale) had succeeded in expressly limiting interchangeability for relief during "lunches, breaks, and training sessions." Cipriani was also aware of the course of similar negotiations over WCM implementation at the other three Miller breweries. As a result the Union negotiators here (at Eden) were well aware of what contract terms were necessary to limit interchangeability of production and maintenance packaging employees but signed a contract lacking those terms. It is beyond the province of an arbitrator to direct the Company, as the grievances demand, to implement that contract as if those terms were successfully negotiated.

AWARD

For the reasons stated in the foregoing Opinion, the grievance is denied.

Glen M Bendixsen

Arbitrator

Dated: (b) (6), (b) (7)(C) 2008

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1/25/2014	Tuesday	NB	(b) (6). (b) (Unassigned	000	NS	B08	2	BOR Running Line Mechanis	3692	VR	Bil	Unestigned	050	I
		WK	900	803 Running Line Nechanic	3637	NS	Bos	2	BGS Running Line Mechanic	3682					1
	Trureday	-			1						-			-	T
1/21/2014		-			-	_		-		-	-	-		-	T
_	Saturday	-			-	-		-		-	-	- CHES		+	+
1/36/2014 2/01/2014		WK	C06	COR Construction Hashants	3814	NS	COS	2	COR December 1 in a Machinele	2614	-	-		+	+
2/02/2014		FC	Cos	COS Running Line Nechanic	3814	NS NS	CAS	2	COS Running Line Mechanic COS Running Line Mechanic	2814	\vdash			+	+
	Wednesday		C06	CC6 Running Line Nechanic	3814	NS	Cts	2	C08 Running Line Metherite	3814	1			1	+
	Thursday	FC	C96	COB Running Line Mechanic	3914	NS	COS	2	GOS Running Line Machanic	3814				-	+
2/05/2014	Friday	AC	CG7	CO7 Flynning Line Hechanic	3641	IIS	804	2	804 Running Line Mechanic	3564					T
2/08/2014	Saturday		Local Section Control			VR	UNASSIGNED	2	Unassigned	000			Constant of the Constant of th		T
2/07/2014															
2/06/2014		WK	COS	COS Running Line Mechanic	1814		C06	2	COS Running Line Mechanic	3814				1	1
2/05/2014		RF	C05	COS Running Line Mechanic	3814	NS	C06	2	C06 Running Ura Medianic	3614		-		+	+
	Wednesday	WK VR	CAN_SHARED	COS Running Une Machenie	2814	NS NS	C98 804	2	C08 Running Une Mechanic	3814	-			+	+
2/12/2014	Thursday	RF	CO7	C07 Running Line Hechanic	3843	4	COS	2	804 Running Line Methanic C06 Running Line Methanic	3814	SK	UNASSIGNED	Itassianed	000	+
	Beluiday	The .	Cor	COL LIGHTANG CRID HETTING	30.7	VR	UNASSIGNED	2	Unaccigned	000	Jak.	DIADAIGHED	Ottore Bied	1000	+
2/14/2014		-			1	1	Difficulture	-	on the first	-		-		+	+
2/15/2014		WK	C06	COS Running Line Mechanic	1814	NS	Cos	2	COS Running Une Mechanic	3814	_			1	+
2/15/2014	4-	3K	DEKOISEANU		000	NS.	COS	2	C06 Running Line Medianic	3514	VR	803	Unassigned	000	1
	Wednesday		C08	COS Running Line Machenic	3614	-	COS	2	COS Running Line Mechanic	3814					T
	Thursday					145	C06	2	CCS Running Line Mechanic	3874				1	I
2/19/2014					-	NS	AUXILLARY	1	General_Packaging_Labor	7256				-	1
-	Baburday				-	-		-			-	-		1	1
2/21/2014		-			-	NA	UNASSIGNED	2	Unassigned	000	-	-		+	+
2/22/2014	Tureday	-	-		+	NS RN	UNASSIGNED		Unvesigned Unassigned	000	-	-		+	+
	Wednesday	1-			-	143	UNASSIGNED	-	On all signed	1000	-	1		+	0
	Thursday		-		1			1			-	1		1	10
2/29/2014					1						1			1	C
	Esturday				T							Long to the Control of the Control o			T
2/28/2014	Gunday														T
	Monday		100000			WK	901	2	801 Running Like Methanic	3501					C
	Tuesday	-			-	WK	COS	2	COS Hunning Une Mechanic	3470	-	-		-	10
	Wednesday	-	-		-	-	-	-		1	-	-		+	1
1/01/2016	Thursday	-			-	-		-		-	-	1		-	1
	Saturday	-	-		+	-	1	-		-	-	-		+	+
1/04/2015		1	-		-	1	-	1		-	-	-		1	+
1/05/2015		VR	AUXILLARY	Unussigned	200	NS.	C05	2	CD5_Mech_Maint_Day_Support	8176	-			1	+
	Tuesday	VR	AUXILLARY	Unasigned	000	NS	COS	2	COS Mech Maint Day Support		1			1	+
1/07/2015	Wednesday		AUXLLARY	B10 Mech_Maint_Day_Suppo		NS	Cos	2	COS Running Use Mechanic	3170					1
	Thursday	PC	804	804 Running Line Mechanic	3684	NS	Cos	2	COS Running Line Mechanic	3170					T
1/08/2015		VR	UNASGIONED	Uneesigned	000	NS	Cas	2	COS Running Line Mechanic	3170					I
	gaziiday					VR	UNASSIGNED	2	Unexelgred	090		arrathmatics -		-	1
1/1 1/2015		-			-	-		1				-		1	1
1/12/2015		SK	UNASSIGNED	Massigned	000	NS	C06	2	C06 Running Line Mechanic	3814	VR	804	Unstalgned	000	
	Tuesday Wednesday	-		-	-	NS	C06	2	COS Running Use Medianio	3814	FC	C07	C07 Running Line Mechanic	3843	
	Thursday	-			-	NS NS	COS COS	12	COS Running Use Mechanic COS Running Use Mechanic	3814	FG NA	C07	G07 Rursving Une Mediteric C06_Kech_Main! Day_Suppo	3843	
				I to which the state of the sta											. 16

110/2015	Friday	RF	810	B10 Running Line Mechanic	3736	145	C08	1	Cos Running Line Mechanic	3814	R I	UNASSIGNED	Unsssigned	505	
/17/2015						NA		2	C66_Meth_Mulat_Day_Support			VIII TO THE TOTAL			
18/2015	Sunday	111													
19/2015	Manday	. 9				8			7 CH 2 (1)			water.			M
20/2015	Tuestay					NS	006	2	C06 Ruming Une Mechanic	3814	C	C06	Coa Running Line Medianis	3814	
21/2015	Wednesday	RF	801	B01 Running Line Mechanic	3601	NS	C05	2	COS Running Line Mechanic	3814	/R	CAN SHARED	Unussigned	000	
22/2015	Thursday	RF	Bto	810 Running Line Mechanic	3736	NS :	C05	2	C06 Rusning Une Mechanic	3814	C	C07	COT Running Line Mechanic	3843	
22015	Friday	5K		Unaselgoed	000	115	C06	2	C06 Running Une Methanic	3214	/A	UNASSIGNED	Unascigned	000	T
-	Balurday	6K	UNASSIGNED	Unassigned	000	FC	COS	2	C35 Running Une Mechanic	3870					
25/2015						NA	C07			000			-		T
	Monday		-		-	115		2		3414	VR.	UNASSIGNED	Unazeloned	000	T
	Tuesday	FC	803	803 Running Line Metheric	-	NS.		2	Annual Control of the			UNASSIGNED		000	T
-	Wednesday	AC.	-	C09 Running Une Methenic	-	NS				3814	-			1	t
or the second se	Thunday	RF	1			NS		2		-	EX	810	Unussigned	000	t
Q0/2015		FC	COS	CO9 Running Line Mechanic	-	NS NS	Contract of the Contract of th	2		3014	_	010	C. C	1	t
-		re	Cus	C09 Running Line Medtenic	2410		C07			000	-			-	+
to the later of						VR	THE RESERVE OF THE PARTY OF THE	_	Commence of the second	-			The state of the s	-	₽
01/2015	- Andrews	-			-	VR	AND DESCRIPTION OF THE PARTY OF	2	Unesalgned	000		~~~	may money the Market	125.67	╁
-	-	_			-	N5		7	COS Running Une Mechanic		VR	C07	COI Running Une Mechanie	3843	+
-	Tuesday	EX	811	Unassigned		N3		2	G08 Running Use Mechanic	-	VR	B11	Unesalgned	cco	Į.
-	Wednesday	WK	D04	804 Running Line Mechanic	3664	N5	1	2	COS Running Une Mechanic	3814				-	+
05/2015		FC		803 Running Une Mechanic		NS		2	036 Running Une Mechanic	2814			Company of the Company	-	1
26/2015	Friday	WK	804	804 Running Line Mechanic	3854	N5	The second second second	2	COS Running Une Mechanic	3814	2 10			1	1
	Saturday					VR	PALLETIZER	2	Linassigned	000				-	1
OW2015	Sunday													-	1
09/2015	Monday	ex	UNASSIGNED	Unassigned	000	NE	UNASSIGNED	2	Unassigned		EX	611	Unscalgned	000	1
10/2015	Tuesday	EX	Bos	Unassigned	050	NS	UNASSIGNED	2	Unassigned	000	FX	603	Unassigned	000	1
	Wednesday	EX	SEU_SHARED		000	NS	UNASSIGNED	2	Unassigned	000	EX	804	Unsesigned	600	I
	Thursday		100000000000000000000000000000000000000			NS	UNASSIGNED	2	Unasalgoed	000	FX	EOI	Unassigned	000	T
13/2015		SK	UNASSIGNED	Unnesigned	000	NG	UNASSIGNED		Unessigned	000	EX	CGS	Unsasigned	000	Ī
	Sahirday					EX	eot	2	Linassigned	000					T
	Sunday				_	-	1								T
NAME OF TAXABLE PARTY.	Monday	5K	UNASSIGNED	Unastigned	000	NS	UNASSIGNED	2	Unassigned	000	FK	603	Unnualgood	000	+
/17/2015		EX	C07	Unessigned	000	IVS	UNASSIGNED		Unassigned	000	EX	SBU_SHARED		000	1
/10/2015	-	SK	LINASSIGNED	Unassigned	000	NS SN	UNASSIGNED	_	Unessigned	000	EX	804	Unassigned	600	1
			_		000	MS	UNASBIGNED	_	Unanalgoed -	000	EX.	804	Unassigned	000	t
/19/2015	_	EX	B10	Unstalgard			The second of th	-	Unassigned	000	EX	811	Unssigned	100	+
20/2015	-	EX	804	Linartigned	000	N5	UNASSIGNED	-	Janet Control of Contr		EA	011	Onsangrieu	100	+
721/2015	-	-			-	EX.	SEU_BHARED	2	Unaselgned	903	-	-		+	1
נופנענט					_			_		-	-	-		-	4
	Mordey	1			_	NS	UNASSIGNED	2	Uncasigned	000	FX	C07	Uneseigned	900	4
	Tuesday	EX	C08	Unassigned	000	NS	UNASSIGNED	2	Unessigned	000	EX	810	Unassigned	008	4
/25/2015	Wednesday	FX	COS	Uncesigned	000	N5	UNASSIGNED	2	Unassigned	000				100	4
UZAZZO15	Thursday	FX	Cos	Unsselghad	con	NE	UNASSIGNED	2	Unassigned	000				1	4
U27/2015	Friday	SK	UNASSIGNED	Unassigned	000	N'S	UNASSIGNED	2	Unasignad	900	FX	804	Unassigned	000	
2/28/2015	Balurday					EX	804	2	Unessigned	600					4
VC1/2015	Sunday										USS.			J	
V02/2015	Monday	EX	CAN SHARED	Unassigned	000	N5	UNASSIGNED	2	Unsesigned	000	Eλ	810	Unassigned	000	
ומבענטע	Tuesday	FX	804	Unexalgrad	1000	NS	UNASSIGNED	12	Unssigned	000					
	Wednesde	v				NS	UNASSIGNED	2	Unaveigned	000	FX	C09	Unessigned	030	
	Thursday	1			1	NE	UNASSIGNED	2	Unessigned	000	FX	Cos	Upassigned	000	
1/08/2019	_	-			1	NS	UNASSIGNED	12	Unassigned	000	FX	C09	Uranigned	000	
	Saturday		-		1	EX	603	2	Unserigned	000					
	Bunday	1	1		1	5K	UNABSIONED	12	Unassigned	000					
	Moeday	EX	804	Unsesigned	000	IVS	UNASSIGNED		Unassigned	000	FX	CDE	Unassigned	000	
	-	IEV	1004	Chiristonica	1000	NS	UNASSIGNED		Unassigned	060	FX	310	Unaccigned	000	
	Tuesday	-	-	W	1000	_		-		000	EX	803	Uhwerigned	000	-
	5 Wednesda	And in column 2 is not as in case of	808	Unassigned	060	NS	UNASSIGNED		Unassigned	000	-	1203		100	
	5 Thursday	FX	C09	Unsesigned	000	N5			Unassigned	000	-	1		-	-
ומגעוע		EX	803	Unssaigned	030	NS	UNASSIGNED	1	Unaceigned	900	-	1		-	
	5 Saturday				-	FX	801	12	Unassigned	_	-	-		-	-
-	5 Sunday		0.0011		-	EX	B10	2	Unassigned	500	1	-	the sales of	-	-
	5 Monday	1	-		-	NS.	UNASSIGNED		Unassigned	000	ex	B11	Unassigned	000	
M17/201	5 Tuesday	EX	NBU_SHURE		000	115	UNASSIGNED		Linassigned	000	EX	808	Unassigned	000	
	5 Wednesda		UNASSIGNED	Unassigned	000	NS	UNASSIGNED		Unessigned	000	EX	808	Unastigned	-	-
7/18/501	5 thursday				-	N5	UNASSIGNED		Unassigned	000	EX	B10	Unessigned	000	
1/20/201	5 Friday	EX	804	Unassigned	560	N9	UNASSIGNED		Unessigned	000	EX	810	Unessigned	000	-
	5 Saturday	1		Market State of the State of th		EX	810	2	Unassigned	000	1			-	_
	5 Burdey					EX	801	2	Unssigned	000	1	-			_
	5 Manday	FX	C07	Unssigned	000	NS	CAN_SHARE		Training -	TRNO				-	_
	5 Tuesday	FX	C05	Unassigned	000	115	CAN_SHARE		Training -	TRNO				-	_
******	5 Wednesd		C05	Unassigned	000	NS	CAN_SHARE	DZ	Training -	TANO		CAN_SHARE	D Unasidgmed	900	-
	5 Thursday	FC	804	804 Running Line Mechanic		NS	CAN_SHARE	0 2	Treining -	TAND	1				
	5 Friday	EX	COS	Unaasigned	000	HIS	CAN_SHARE	0 2	General_Pickagleg_Labor	7758				-	
	15 Salurday	1				VR	UNASSIGNE		Unessigned	000	1		The Committee of		
	15 Bunday	+	1		1	1		1							
	15 Monday	FC	803	B03 Running Line Mechanic	363	1 NS	CAN_SHARE	02	Testring -	TRNO	1				
	15 Fuenday	WK	808	885 Running Line Mechanic		2 NS	CAN_SHARE		Training -	TRNO					
			810	810 Running Line Mechanic		SINS	COS	2	COS Running Line Mechanic	3788					
	15 Whenese				-	2 NS	C05	2	C05 Running Line Machanic	3788	1				Т
	15 Thursday	WK	808	Bes Running Line Machanic	309		UNASSIGNE	1-		000	+				-
	15 Friday	-	-		-	BK	UNASSIGNE	12	Unassigned	000	-			-	-
	15 Saturday					-		1		-	+-	-		-	_
4/05/20	15 Bunday				_	-		-		-	-	- Inia	No. colored	-	-
04/05/20	15 Monday	1				HS	UNASSIGNE		Vacation	000	FX	C07	Unessigned	000	
	15 Tuesday	EX		Unassigned	050		UNASSIGNE		Vacation	000	EX	B03	Unstellgried	1000	2
	15 Wednesd	ay FX	ALIXILLARY	Unassigned	000		UNASSIGNE		Vacation	000	-	-		-	_
	15 Thursday					NS	UNASSIGNE	0 2	Vecston	600	FX	803	Unassigned	1000	
	15 Friday	EX	AUXILLARY	Unasalgned	990	-	UNABSIGNE		Vacation	000	EX	503	Unassigned	0.00	0
		1				EX	(b) (6), (b)	12	Unasaigned	000	1				
				4	- Lane		_	-						1	7
04/1/20	15 Sunday	00				VR	801	12	Unassigned	000	1		and the same of th		

		FX	C07	Unassigned		NS	COS	2	CQ6_Packer_Operate	7114					1
11472615	Tuesday					211	Cos	2	CDS_Packer_Operate	T194	FC	803	801 Running Line Mechanic	3833	1
15/2015	Wednesday	VR	B14	Unassigned	000	NS	COS	2	CO6_Pecker_Operate	7134	YR	803	Unassigned	000	1
C105/01	Thursday	WK	803	803 Running Line Hechade	3533	NS	COS	2	COS_Packer_Operate	7194					1
17/2015	Friday				Carl I	NS	COS	2	COS Running Line Mechanic	3514	NA.	803	803 Running Une Mechanic	3633	1
	Seturday			De la companya della companya della companya de la companya della											I
19/2015	Sunday							E			- 10				1
20/2015	Monday	RF	B03	203 Funning Line Mechanic	1686	118	C07	2	CO7 Russing Line Mechanic	3843	VR	908	COT Flunning Line Mechanic	3843	1
21/2015		RF	Bea	806 Running Line Mechania	3692	145	C07	2	CO7 Running Una Machanie	3843					I
****	Wednesday	WK	803	801 Funning Line Mechanic	3633	NS	C07	2	COT Running Une Mechanic	3843					t
	Thursday	-	-			NS		2	COT Running Une Mechania	3843	5K	UNASSIGNED	Voosskred	090	1
24/2015	-	WK	B03	801 Running Line Mechanic	3633	N3	COT	2	CO? Running Une Mechanic	3043					1
	Saturday	Her	843	bod Adming Care Medicans	2023	143	Cui	-	COT AUTURN CATE AVECUATION	10013		Chapter 1			t
26/2015	-	-			-	-	-	_			-				†
					-			-						-	t
27/2015		WK		803 Running Line Nechanic		NS	COS	2	CO5_Packer_Operate	7194				-	4
28/2015		FC	B03	803 Running Line Hacheric	3633		C05	2	COS_Packer_Operate	7194		_			+
-	Viednesday	RF	803	903 Funning Une Mechanic	3633			2	Single Vacation	7194					ļ
	Thursday	FC	803	801 Running Line Mechanic	3633	-		2	COG_Packer_Operate	7194				_	4
01/2015		WK	B04	804 Running Line Wechanis	3884	N9	COS	2	C06_Packer_Operate	7194				-	4
02/2015						VR	UNASBIGNED		Unassigned	000					1
D 1/2015	Sunday					VR	CHARGEANU	2	Unitedgeed	000	_				1
04/2015	Monday	RF	808	BOB Running Line Nachanie	3692	115	CCS	2	COS Packer Operate	7194	VR	801	Unassigned	000	1
05/2015	Tuesday	WK	C07	CO7 Funning Line Mechanic	1843	NS	C06	2	COB Packer Operate	7194					1
06/2016	Visionerday	FC.	803	803 Running Line Machanie	3633	NS	COS	2	C06 Packer_Operate	7194		V	0.07		1
07/2015	Thursday	WX	C09	CO9 Running Line Mechanic	3670	NS	COB	2	CG8_Packer_Operate	7194					J
2102/80	Filday	SK	UNASSIGNED	Unaceigned	000	NS	COS	2	CGG Packer Operate	7194	VR	C07	Unnesigned	000	J
	Saturday					VR	UNABSIGNED	2	Unsulpred	000					1
10/2016						VR	UNASSIGNED	2	Unnesigned	000					1
11/2015	_	-			100	NS	COS	2	CG6 Packer Operate	7194	FC	BDI	801 Running Line Mechanic	3601	1
12/2015		VR	810	Unnasigned	apa	NS	COB	2	COS_Packer_Operate	7194	VR	CAN SHARED		000	1
	Wednesday	-	B10	Unsetlaned	606	NS	COS	2	C06_Packer_Operate	7194	-	1		1	1
	Trucedey	VR.	BOS		000	NS	COS	2	C05_Packer_Operate	7194	sk	UNADSIGNED	Ucasalona d	000	1
-		-	-	Unassigned	-	NS NS	COS	2	The second of th	7194	ar.	THOUSIGNED		1000	1
15/2015		VR	PALLETIZER	Unassigned	000	-		_	COS Pucker Operate	3788	RF	CGS	COP Running Une Mechanic	3870	d
	Saturday	NA	PALLETIZER	COS Running Una Machania	3870	FC	UNASSIGNED	2	COS Running Line Mechanic		M.	CGS	CON HUNNING CASE WESTERNE	2016	4
17/2015		-			_	VR	-	-	Unassigned	000	-	-		-	4
16/2015		WK	C05	COS Renning Line Mechanic	3788	NS	C06	2	COS Packer Operate	7194					4
	Tuesday	RF	801	801 Running Line Mechanic	3601	MS	C06	2	C06 Packer_Operate	7194	SK	UNASSIGNED	Unassigned	000	4
	Wednesday	WK	C05	COS Renning Line Meshank	3788	NS	C46	2	COS_Packer_Operate	7194				-	4
	Thursday	EX	810	Uneasigned	000	NS	C05	2	Single Vecation	7194	FX	804	Unassigned	000	4
22/2015	Friday					NS	CIE	2	Single Vacation	7194	FX	810	Unassigned	000	1
73/2015	Saturday					VR	UNASSIGNED	2	Unassigned	000		100000			1
24/2015	Sunday	1	The Man			VR	UNASSIGNED	2	Unassigned	000					
25/2015	Monday														
726/2015	Tuesday	VR	910	Unessigned	000	NS	C46	2	COS Packer_Operate	7194					
727/2015	Wednesday	VA:	C08	COS Mech Maint Day Support	8377	N8	Cts	2	COS_Packer_Operate	7194					
20/2015	Thursday	VR	CAN_SHARED	N GEN Mach Make Day	8140	ns	COS	2	C06_Packer_Operate	7194				1	1
				Buppart										_	4
/29/2015	Fidday	WX	801	801 Running Line Machenic	3501	NS.	COS	2	CDE_Packer_Operate	7194					
73072915	Saturday		lo			VR	UNASSIGNED		C09_Relia/_Udliy	7238					1
131/2015	Sunday					VR	UNABBIGNED	2	Unassigned	000					1
101/2015	Monday	WX	C05	COS Running Line Mechanic	3814	NS	C06	2	COS_Pecker_Operate	7194					
/02/2015	Tueaday	RF	C07	COT_Mech_Maint_Day_Support	8378	NG	Cte	2	COS_Packer_Operate	7104	VR	801	Unarrigned	000	
703/2015	Wednesday	WK	AUXILLARY	Paketier MD Support	1984	NS	C06	2	COS Packer Operate	7184					1
/04/2015	Thursday	FC	803	803 Running Line Mechanic	3613	INE	Cts	2	CQ5 Packer_Operate	7194	1				1
105/2015	Friday	WK	COS	COS Remaing Line Mechanic	3814	NS	C08	2	G06_Packer_Operate	7194					1
	Seharday	1				FG	810	7	B10 Running Line Mechanic	3736					1
07/2015		1				VR	UNADSIGNED	-	Uneveloped	000	-				i
08/2015		WK	C07	CO7 Parming Line Mechanic	3843	NS	COS	2	COS Packer Operate	7184	1	1		1	-
	Tuesday	VR	G07		300	N9	Con	2	COS Packet Operate	7194		1		-	
	Wednesday			Unassigned	-		C05	12		7194	1			-	-
			C06	COS Running Line Mechanic	3814	NS	-	2	COS Packes Operate	-	W.	UNASSIGNED	(Impailment	200	4
	Thursday	VR	B11	Unassigned	000	N3	COS	2	COS_Packer_Operala	7194	VR	-	AND DESCRIPTION OF THE PARTY OF	000	-
12/2015		VR	B11	Unassigned	000	NS	CNE	2	COB_Packer_Operate	7194	3K	UNASSIGNED	unassigned	000	-
	Seturday	-	-		_	VR	UNASSIGNED	2	Unaceloned	000	-	-		-	-
	Sunday	-			-	VA	PALLETIZER	2	Unessigned	000	-	1		-	
		-			-	N9	UNASSIGNED		Unassigned	010	FC	C05	CGS Running Line Mechanic	3786	-
/15/2015		VR	UNASSIGNED		000	NS	UHASSIGNED		Unessigned	010	RF	808	808 Running Line Mechanic	3692	-
/15/2015 /16/2015		RF	C06	COS Running Line Mechanic	3814	N5	UNASSIGNED		Unassigned	050	RF	808	808 Running Line Mechanic	3892	
/15/2015 /16/2015 /17/2015	Wednesday	-			1000	NS	UNASSIGNED		Unassigned	000	RF	208	COS_Mach_Maint_Day_Suppor	E377	
/15/2015 /16/2015 /17/2015 /18/2015	Wednesday Thursday				-		UNASSIGNED	2	Unassigned	000	VR	PALLETIZER	Unnseigned	000	_
/15/2015 /16/2015 /17/2015 /18/2015	Wednesday Thursday Friday	RF	C07	COT Running Line Mechanic	3841					TRNIC	VR	ICAN SHARED	Unassigned	000	
/15/2015 /16/2015 /17/2015 /18/2015 /19/2015	Wednesday Thursday Friday Saturday	RF	C07	COT Running Line Mechanic	3841	AC	CAN SHARED		Nat Scheduled	_	1-11			1	
/15/2015 /16/2015 /17/2015 /18/2015 /19/2015 /20/2015	Wednesday Thursday Friday Saturday Sunday	E				AC VR	CAN SHARED		Unaceigned	000				+	-
/15/2015 /16/2015 /17/2015 /18/2015 /19/2015 /20/2015 /21/2015	Wednesday Thursday Friday Saturday Sunday Monday	FC	C06	COS_Nech_Maint_Day_Support	6377	AC VN NS	CAN_SHARED UNASSIGNED		Unassigned C06_Packer_Operate	7194					-
/15/2015 /15/2015 /17/2015 /18/2015 /19/2015 /20/2015 /22/2015	Wednesday Thursday Friday Saturday Sunday Nonday Tuesday	FC FC	C06	COS_Nech_Maint_Day_Support	6377	AC VR NS	CAN_SHARED UNASSIGNED COS COS		Unstalgard C06_Packer_Operate C06_Packer_Operate	7194 7194					
715/2015 715/2015 717/2015 717/2015 718/2015 720/2015 721/2015 722/2015 723/2015	Wednesday Thursday Friday Saturday Sunday Sunday Nonday Tuesday Wednesday	FC	C06 C06	COS_Mech_Main1_Day_Support COS Running Line Mechinic COS Running Line Mechinic	6377	AC VR NS NS	CAN_SHARED UNASSIGNED C06 C96 C05	2	Unassigned C06_Packer_Operate	7194 7194 7194					
715/2015 716/2015 717/2015 717/2015 718/2015 720/2015 720/2015 720/2015 720/2015 720/2015	Wednesday Thursday Friday Saturday Sunday Bonday Tuesday Wednesday Thursday	FC FC	C06 C06 C06 SBU_SHARED	COS_Mech_Main1_Day_3upport COS Running Lina Mechinika GOS Running Lina Mechinika COS Running Lina Mechinika	6377	AC VR NS NS	CAN_SHARED UNASSIGNED COS COS	2	Unstalgard C06_Packer_Operate C06_Packer_Operate	7194 7194 7194 7194 7194					
715/2015 716/2015 717/2015 717/2015 718/2015 720/2015 720/2015 723/2015 724/2015 726/2015	Wednesday Thursday Friday Saturday Sunday Sunday Honday Tuesday Wednesday Thursday Friday	FC FC	C06 C06	COS_Mech_Main1_Day_3upport COS Running Lina Mechinika GOS Running Lina Mechinika COS Running Lina Mechinika	6377 3814 3814	AC VR NS NS	CAN_SHARED UNASSIGNED C06 C06 C06 C08 C08	2 2 2 2 2 2	Unassigned C06_Packer_Operate C06_Packer_Operate C06_Packer_Operate	7194 7194 7194	NA.	801	COS Running Une Mechanic	3761	1 1 1 1 1
/15/2015 /16/2015 /16/2015 /18/2015 /18/2015 /18/2015 /29/2015 /22/2015 /22/2015 /22/2015 /22/2015	Wednesday Thursday Friday Saturday Sunday Bonday Tuesday Wednesday Thursday	FC FC VR	C06 C06 C06 SBU_SHARED	COS_Mech_Maint_Day_3upport COS Running Lina Mechinic COS Running Lina Mechinic COS Running Lina Mechinic	6377 3814 3814 3814	AC VR NS NS NS	CAN_SHARED UNASSIGNED COB COB COB COB	2 2 2 2 2 2	Unestigned COS Packer Operate	7194 7194 7194 7194 7194				3761	
/15/2015 /16/2015 /16/2015 /18/2015 /18/2015 /18/2015 /20/2015 /20/2015 /20/2015 /20/2015 /20/2015 /20/2015 /20/2015	Wednesday Thursday Friday Saturday Sunday Blonday Tue aday Wednesday Thursday Friday Emburday	FC FC VR	C06 C06 C06 SBU_SHARED	COS_Mech_Maint_Day_3upport COS Running Lina Mechinic COS Running Lina Mechinic COS Running Lina Mechinic	6377 3814 3814 3814	AC VR NS NS NS NS	CAN_SHARED UNASSIGNED C06 C06 C06 C08 C08	2 2 2 2 2 2	Unorsigned COS_Packer_Operate COS_Packer_Operate COS_Packer_Operate COS_Packer_Operate COS_Packer_Operate COS_Packer_Operate	7194 7194 7194 7194 7194 7194				3761	
/15/2015 /16/2015 /16/2015 /18/2015 /18/2015 /20/2015 /20/2015 /20/2015 /20/2015 /20/2015 /20/2015 /20/2015 /20/2015 /20/2015	Wednesday Thursday Eriday Saharday Sunday Blonday Tue aday Wednesday Thursday Eriday Enturday Sunday	FC FC VR	C06 C06 C06 SBU_SHARED UNASSIGNED	COS_Nech_Maini_Day_Support COS Running Liss Mechanic COS Running Lins Mechanic COS Running Lins Mechanic COS Running Lins Mechanic Unnestgaed	6377 3814 3814 3814 909	AC VR NS NS NS NS	CAN SHARED UNASSIGNED COB COB COB COB COB COB UNASSIGNED	2 2 2 2 2 2	Unstalpned COB_Packer_Operate COS_Packer_Operate COS_Packer_Operate COS_Packer_Operate COS_Packer_Operate COS_Packer_Operate COS_Packer_Operate Unossigned	7194 7194 7194 7194 7194 7194 7104				3761	
/15/2015 /16/2015 /16/2015 /17/2015 /18/2015 /19/2015 /23/2015 /23/2015 /23/2015 /23/2015 /23/2015 /23/2015 /23/2015	Wednesday Thursday Friday Sahinday Sunday Sunday Nonday Wednesday Wednesday Theaday Friday Sahinday Sunday Sunday	FC FC VR	C06 C06 C06 SBU_SHARED UNASSIGNED	COS Nech_Maint_Day_Support COS Running Una Mechanic COS Running Una Mechanic COS Running Line Mechanic Unnassigned COS Running Line Mechanic COS Running Line Mechanic	6377 3814 3614 3614 909	AC VR NS NS NS NS NS	CAN_SHARED UNASSIGNED COS COS COS COS COS COS COS COS COS COS	2 2 2 2 2 2	Unorsigned COB, Packer Operate Unorsigned COB, Packer Operate	7194 7194 7194 7194 7194 7194 7194 7194	HA	801	COS Ricording Libs Mechanic		
/15/2015 /16/2015 /16/2015 /16/2015 /16/2015 /26/2015 /26/2015 /26/2015 /26/2015 /26/2015 /26/2015 /26/2015 /26/2015	Vicensiday Thuruday Friday Gaturday Sunday Sunday Blonday Turaday Viredoes day Thuruday Friday Saturday Sunday Menday Turaday Turaday	FC FC VR SK	CD6 CD6 CD6 CB6 SBU_SHARED UNASSIGNED CO9	COS_Mech_Maini_Day_Support COS Running Lina Mechanic COS Running Lina Mechanic COS Running Lina Mechanic Unmarigned COS Running Lina Mechanic COS Running Lina Mechanic COS Running Lina Mechanic COS_Refar_Utility	6377 3814 3814 3814 909	AC VR INS INS INS INS INS VR	CAN_SHARED UNASSIGNED C06 C06 C06 C06 C08 UNASSIGNED C05 C06	2 2 2 2 2 2	Unstalpace COB, Packer Operate Unorstgred Unorstgred COB, Packer Operate Unorstgred COB, Packer Operate	7194 7194 7194 7194 7194 7194 7194 7194				3766	
715/2015 715/2015 717/2015 717/2015 717/2015 718/2015 720/2015 721/2015 723/2015 725/2015 725/2015 725/2015 725/2015 725/2015 725/2015 725/2015 725/2015	Wechsiday Thuriday Friday Saturday Sunday Sunday Sunday Turaday Turaday Verdoraday Thuriday Friday Esturday Sunday Michael Sunday Turaday Wechael Sunday Wechael Wechael Wechael Wechael Wechael Wechael Wechael	FC FC VR SK	C06 C08 SBU_SHARED UNASSIGNED C08 C09 C09 C09	COS_Mech_Main!_Day_Support COS_Running_Una Mechanic COS_Running_Una Mechanic COS_Running_Una Mechanic COS_Running_Una Mechanic Unnavigned COS_Running_Una Mechanic COS_Rese[_USBY] COS_Running_Una Mechanic	6377 3814 3814 3814 909 3814 7238 3814	AC VR INS INS INS INS VA INS VA	CAN_SHARED UKASSIGNED COS COS COS COS UNASSIGNED COS	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Unstalpned COB, Packer, Operate Unstalpned COB, Packer, Operate	7194 7194 7194 7194 7194 7194 7194 7194	HA	801	COS Ricording Libs Mechanic		
715/2015 716/2015 717/2015 717/2015 717/2015 717/2015 720/2015 720/2015 720/2015 725/2015 725/2015 725/2015 725/2015 725/2015 725/2015 725/2015 725/2015 725/2015 725/2015 725/2015	Wechesda Thursday Friday Sahurday Sunday Sunday Sunday Tuesday Weedoes da Thursday Enday Sunday Menday Tuesday Wenday Menday Tuesday Wedoesda Thursday Tuesday Wedoesda	FC FC VR SK	CD6 CD6 CD6 CB6 SBU_SHARED UNASSIGNED CO9	COS_Mech_Maini_Day_Support COS Running Lina Mechanic COS Running Lina Mechanic COS Running Lina Mechanic Unmarigned COS Running Lina Mechanic COS Running Lina Mechanic COS Running Lina Mechanic COS_Refar_Utility	6377 3814 3814 3814 909	AC VR HB HS HS HS VR WS HS HS	CAN_SHARED UNASSIGNED C06 C06 C06 C06 C08 UNASSIGNED C05 C06	2 2 2 2 2 2	Unstalpace COS_Packer_Operate COS_Packer_Operate COS_Packer_Operate COS_Packer_Operate COS_Packer_Operate COS_Packer_Operate Unorsigned COS_Packer_Operate COS_Packer_Operate COS_Packer_Operate COS_Packer_Operate COS_Packer_Operate	090 7194 7194 7194 7194 7194 7194 7194 7194	HA	801	COS Ricording Libs Mechanic		
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715/2015 716/2015 716/2015 717/2015 718/2015 720/2015 720/2015 722/2015 725/2015 725/2015 725/2015 725/2015 725/2015 725/2015 725/2015 725/2015 725/2015 725/2015 725/2015 725/2015 725/2015 725/2015 725/2015	Vicensida Thuruday Friday Sahurday Sunday Sunday Monday Turaday Viredoes day Thuruday Friday Sahurday Sunday Monday Turaday Wadnesday Turaday Wadnesday Turaday Friday Sunday Wadnesday Turaday Friday Turaday Friday Turaday Friday Turaday Friday Turaday Turaday Friday Turaday Turaday Friday Turaday Turaday Turaday Friday Turaday Turaday Turaday Friday Turaday Turaday Friday Turaday Turaday Turaday Friday Turaday Turaday Turaday Turaday Friday Turaday T	FC FC VR SK	C06 C08 SBU_SHARED UNASSIGNED C08 C09 C09 C09	COS_Mech_Main!_Day_Support COS_Running_Una Mechanic COS Running_Una Mechanic COS Running_Una Mechanic COS Running_Una Mechanic Unnavigned COS Running_Una Mechanic COS_Rese[_USBY] COS Running_Una Mechanic	6377 3814 3814 3814 909 3814 7238 3814	AC VR INS INS INS INS VR INS INS INS INS INS INS INS INS INS INS	CAN SHARED U:ASSIGNED COB COB COB COB U:ASSIGNED U:ASSIGNED COB COB COB COB U:ASSIGNED COB	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Unstalpace COB_Packer_Operate DOS_Packer_Operate DOS_Packer_Operate	7194 7194 7194 7194 7194 7194 7194 7194	HA	801	COS Ricording Libs Mechanic		
/15/2015 /16/2015 /16/2015 /17/2015 /18/2015 /20/2015	Vicinisida Thuriday Thuriday Sahirday Sahirday Sunday Monday Turiday Viredore da Thuriday Sahirday Sunday Monday Turiday Wadnesday Wadnesday Thuriday	FC FC VR SK	C06 C08 SBU_SHARED UNASSIGNED C08 C09 C09 C09	COS_Mech_Main!_Day_Support COS_Running_Una Mechanic COS Running_Una Mechanic COS Running_Una Mechanic COS Running_Una Mechanic Unnavigned COS Running_Una Mechanic COS_Rese[_USBY] COS Running_Una Mechanic	6377 3814 3814 3814 909 3814 7238 3814	AC VR HB HS HS HS VR WS HS HS	CAN_SHARED UKASSIGNED COS COS COS COS UNASSIGNED COS	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Unstalpace COS_Packer_Operate COS_Packer_Operate COS_Packer_Operate COS_Packer_Operate COS_Packer_Operate COS_Packer_Operate Unorsigned COS_Packer_Operate COS_Packer_Operate COS_Packer_Operate COS_Packer_Operate COS_Packer_Operate	090 7194 7194 7194 7194 7194 7194 7194 7194	HA	801	COS Ricording Libs Mechanic		
715/2015 716/2015 717/2015 717/2015 717/2015 720/2015 720/2015 720/2015 720/2015 720/2015 720/2015 720/2015 720/2015 720/2015 720/2015 720/2015 720/2015 720/2015 720/2015 720/2015 720/2015 720/2015 720/2015	Vicinisida Thuriday Thuriday Sahirday Sahirday Sunday Monday Turiday Viredore da Thuriday Sahirday Sunday Monday Turiday Wadnesday Wadnesday Thuriday	FC FC VR SK	C06 C08 SBU_SHARED UNASSIGNED C08 C09 C09 C09	COS_Mech_Main!_Day_Support COS_Running_Una Mechanic COS Running_Una Mechanic COS Running_Una Mechanic COS Running_Una Mechanic Unnavigned COS Running_Una Mechanic COS_Rese[_USBY] COS Running_Una Mechanic	6377 3814 3814 3814 909 3814 7238 3814	AC VR INS NS N	CAN SHARED U:ASSIGNED COB COB COB COB U:ASSIGNED U:ASSIGNED COB COB COB COB U:ASSIGNED COB	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Unstalpace COB_Packer_Operate DOS_Packer_Operate DOS_Packer_Operate DOS_Packer_Operate	7194 7194 7194 7194 7194 7194 7194 7194	HA	801	COS Ricording Libs Mechanic		

	Wednesday		C08	COS Running Une Mechanic	3870					7124	-	-		_
		FC	CUS	CGS Running Une Mechanic	3870			2	COS_Packer_Operate	7154				
		FX	C09	Unassigned	000	NS	COS	2	CGS_Packer_Operate	7194				
	Saturday					FX		2	Unessigned	000				
	Bunday				1	EX	PALLETIZER		Unassigned	000				-
77018	Monday	-	-		1						cv	CAN SUSDES	Hanadanad	1000
2013	mencey	-			-	NS	UNASSIGNEO		Vacation	000		CAN_SHARED		900
	Tureday					NS	UNASSIGNED		Vacation	000	FX	CDB	Unassigned	000
	Wednesday					NS	UNASSIGNED	2	Vecation	000	FX	C09	Unassigned	620
	Thursday					145	UNASSIGNED		Vacaton		FX	C09	Unexigned	000
	Friday	-	_		-	NS	UNASSIGNED			950				000
		-	-		-	tun.	nuve and to	-	Verailon	400	EX	C09	Unassigned	000
	Deburday	-	-		-	-		-			-			
	Sunday		-											
	Monday		1000			N3	CCS	2	C05 Running Line Medienic	3814				
(2015)	Tuesday			1		NS		2	COS Running Line Mechanic	3914				-
		-	-		1						-	-		-
	Wednesday	-	-		-	NS		2	Cos Running Line Mechanic	3814	-			
	Thursday					NS		Z	COS Running Une Mechanic	3814				
	Friday				1	NS	C08	2	CG5 Running Une Mechanic	3814			and the second second	
1/2015	Seturday		100											
	Sunday													
	Monday	-	1	-	-	Ne	C06	2	CGG Parket Operate	7194	-		THE PERSON NAMED IN	-
ALU ID		-	_		-	NS			CGG_Packet_Operate		-			-
	Tuesday	-		-	-	NS		2	C08_Packer_Opemia	7194	-			
9/2015	Wednesday					NS	C06	2	COS_Packer_Operate	7104				

/1/2014	· •			7/29/201	S	٧			(b) (6), (b) (Get	Sched	ule				
	# Statutes			_					-						
	Day Day		IE WorkGroup		Job Code	Status	WorkGroup	Ghih	Job Dosc	Jeb Code	50 Status	SO WorkGroup	50 Job Dasc	50 Job	Tr
101/2014	Caturday				Douc		-uev-								1
/02/2014															1
703/2014		-			-	NS NS	G87	3	CO7 Running Line Mechanic	3843	MK SK	UNASSIGNED	805 Mech Maint Day Support Unassigned	8372	+
/04/2014 /05/2014	Wednesday					NS BNS	COT	3	COT Running Line Mechanic COT Running Line Mechanic	3843	WK	(0) (6), (0)	TAPO Running Line Mechanis	1	+
/06/2014		WK	(b) (6), (b)	TAPO Running Line Mechanic	3697	NS	G17	3	CO7 Running Line Medianic	3443					1
/07/2014						NS	C07	3	C07 Running Line Mechanic	3143					I
108/2014		_				NA	PALLETIZER	3	PAL_Une_Running_Mechanic	5640	-			_	1
/09/2014	Lamministra	-				-		_		-	-			-	+
/10/2014 //11/2014		FX	PALLETIZER	Unassigned Unassigned	600	NS NS	UNASSIGNED	3	Unassigned Unassigned	000				-	+
	Viednesday	-	PALLETILEN	onaxigned	C)-C	N5	UNASSIGNED	3	Unassigned	000	FX.	PALLETIZER	Unnesigned	000	+
/13/2014		EX	803	Unessigned	000	NS	UNASSIGNED	3	Unsesigned	000	EX	B04	Unnedgried	000	Ť
/14/2014		sk	UNASSIGNED	Unessigned	000	NS	C07	3	C07 Running Une Mechanic	3843					I
/15/2014						-				-	-			-	+
/16/2014		-	C05		000	-	I DIAME CALL		la constant	Inne	1			-	+
/17/2014		EX	C05 B01	Unassigned Unassigned	000	NS NS	UNASSIGNED	3	Unassigned Unassigned	000	RF	CAN_SHARED	Unassigned	000	+
	Wednesday	EX	C07	Unessigned	000	NS	UNASSIGNED	3	Unassigned	010	EX	B04	Unassigned	000	1
-	Thursday	EX	C07	Unassigned	000	NS.	UNASSIGNED	3	Unassigned	010	SX	LAVABRIGHED	Unessigned	000	1
/21/2014	Friday					NS	C37	3	C07 Running Une Mechanic	3143					1
/22/2014								-		-	-			-	4
123/2014		VR	CAN SHARED	Unaveloped	000	VR NS	UNASSIGNED	3	Unassigned C07 Running Line Mechanic	3843	VR	UNASSIGNED	Imasioned	000	+
1/25/2014		YK	CAN_SHAREU	Unassigned	UVU	214	C07	12	C07 Running Line Mechanic	3843	WK		PAL_Line_Running_Mechanic	5648	_
	Wednesday	NA	C07	C07 Running Line Mechanic	3843	NS	C07	3	COT Running Une Methanic	3143		- ALLE HALL			1
/27/2014															1
/28/2014	Friday														1
/Z9/2014	-				_	-		_		-				-	+
730/2014		-			-	NS	LIDIT QUADED		General_Packoging_Labor	7256	SK	UNASSIGNED	Massioned	000	+
2/02/2014		5K	UNASSIGNED	Unassigned	000	112	UNASSIGNED		Unassigned	000	EX	PALLETIZER	Unasilghed	000	+
	Wednesday		BOI	Undasigned	000	NS	UNAGRIGNED		Unessigned	000				1	1
2/04/2014	Thuraday					NS	UNASSIGNED	3	Unsselgned	000	FX	C07	Unasilgned	000	I
2/05/2014		VA	UNASSIGNED	Unassigned	000	115	(b) (6), (b) (3	TAPO_Running_Une_Mechanic						1
2/08/2014	-	-			-	VR	PALLETIZER	3	PAL Line_Running_Nechania	5548	-	-		-	+
2/07/2014 2/08/2014		-			-	NS	C07	1	C07 Running Line Mechanic	3843	AC	B03	BO3_Mech_Meint_Day_Support	8370	1
2/09/2014		-				NS	C07	3	C07 Running Use Mechanic	3843	WK	PALLETIZER	PAL Line Running Mechanic	8848	
	Wednesday					КИ	C07	13	COT Running Line Mechanic	3843	WK	PALLETIZER	PAL Line Running Meshanio	8648	ī
2/11/2014	Thursday					NS	C07	3	COT Rusning Une Mechania	3543	WK	PALLETIZER	PAL_Une_Running_Mechanic	6648	
2/12/2014		SK	UNASSIGNED	Unassigned	000	HS	C07	3	C07 Running Use Mechanic	3543	VR	UNABBIONED	Unusilgned	000	4
2/13/2014		-	-		-	WK	810	3	810 Running Use Mechanic	3738	-			-	4
2/14/2014		-			-	NS	C02	1	CO? Running Use Mechanic	3543	WK	C07	CO7_Mech_Maint_Day_Suppor	8374	1
	Tuesday				-	NB	C07	13	C07 Running Use Meshanis	3843	VW.	COS	COS Mach Maint Day Support	8379	
	Wadnesday	SK	UNASSIGNED	Unassigned	000	NS	C07	3	COT Running Line Methonic	3843	AC	C07	COT Running Line Methanic	3843	1
	Thursday					NS	C06	3	COI Running Line Mechanic	3514					1
2/19/2014		-			-	NS	ALIXILLARY	3	General Peckaging Labor	7258	1	-		-	4
2/20/2014	-	FC	B03	BO3_Mech_Maini_Doy_Support	8370	WK	507	3	803_Mech_Malas_Day_Guppor	8370	-	-		-	4
2/21/2014		AC	B03	BO3_Mech_Maint_Day_Support	10270	NS	803	3	BOD_Mech_Melat_Day_Suppor	0370	1	-		1	1
VZ3/2014		1		2	1	NS	UNASSIGNED	3	Unassigned	000					7
	Wednesday				Г										
	Thursday	-			-		-	-				-		-	-
726/2014		-			-	-	-	-		-	-	-		-	1
2/27/2014		-			-	-	-	-		-	+	-		1-	+
VZ9/2014		1	-		-	WK	PALLETIZER	3	PAL Une Running Mechanic	6548	-			1	1
V30/2014						WK.	601	3	901 Running Line Methanic	3501	6K	UNASSIGNED	Unessigned	030	
	Wednesday														
-	Thursday	-			-	-		-		-	-	-		-	4
1/02/2015	Seturday	-			-	-	-	+		-	-			-	
/04/2015		1			-	1	1	-		-	1	1		1	
/05/2015					-	NS	UNASSIGNED	3	Unessigned	000	VR	UNASSICHED	Unavigned	620	7
/06/2015	Tuesday					NS	UNASSIONED	3	Union Business	000	EX	B04	Unanigned	000	
THE REAL PROPERTY.	Wednesday	-				N5	UNASSIGNED	-	Union Budness	000	EX	801	Unesigned	000	
	Thursday	-			-	MS	UNASSIGNED		Union Business	000	FX	Car	Unassigned	000	
MB/2015	Baturday	-			-	NS AC	CAN SHARED		Viscoligned Net Scheduled	TRN1	0	-		-	4
/11/2015		1				NA	UNASSIGNED			000	-	1	-	1	4
1/12/2015	Menday	314	UNASSIGNED	Unessigned	000	N5	UNASSIGNED		(b) (6), (b) (7)(C)	000	EX	COS	Unassigned	000	đ
1/12/2015	Tuesday					NS	UNASSIGNED	3		000	EX	NBU_SHARED	Unexigned	001	
	Wednesday				-	NS	UNABSIGNED	3		000	FX	BQ1	Unexalgned	000	-
	Thursday	VR	COS	Unnexigned	000	1115	C07	17	COT Running Line Mechanic	2043	VA	UNAGBIGHED	Heartman	000	1

16/2015	Friday	VR	UNASSIGNED	Unassigned	000	NS	C07	3	C07 Running Une Mechanic	3543				-	L
17/2015	Saturday	B				NA.	COB	3	C03_Mech_NeVI_Day_Support	1379	1	Service - La	Considerate and Francis		
18/2015	Sunday														
19/2015	Monday														M
207016	Tuceday	5K	UNASSIGNED	Unasalgried	000	NS	C07	3	(b) (6), (b) (7)(C)	3843	SK	UNASSIGNED	Unassigned	000	Г
21/2015	Wednesday	5K	UNASSIGNED	Unassigned	000	NS	C07	3		3843	FX.	CAN SHARED	Linessigned	010	Г
222015	Thursday	VR	UNASSIGNED	Unassigned	000	NS	C07	3	C07 Running Ure Mechanic	3843					Г
23/2015		SK	UNASSIGNED	Unassigned	000	NS		3		3841					Г
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V17/201	Tomday				_	NS	CAN_SHARE	-	Training -	TRNS		COS	COB_Mech_Mehn_Dey_Suppor		
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28/2015	Toesday	VR	C07	Unassigned	CDO	NS	PALLETIZER	3	PAL_Line_Running_Mechanic	G548	WH	(0)(0)(0)	Unassigned	000	┙
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15/2015	Friday				1	NS	808	3	BOS Running Line Mechanic	3682	FX	898	Unpreigned	000	
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	tionday	1				145	C07	3	C07 Running Use Mechanic	3843	FC	PALLETIZER	PAL_Une_Running_Mechanic	6548	8
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/14/2015 /15/2015 /16/2015 /17/2015	Tuesday	VR	Bai	Unassigned	000	NS.	C07	3	COT Rurring Line Mechanic	3843	RF			T	_
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/10/2015	Seturday	-				- 2			Mechanis	+				-	_
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1/13/2015	Tuesday			-		NS	804	3	B04 Running Line Mechanic	3884	VR	UNASSIGNED	C06_Mech_Meht_Day_Support	3377	
1/14/2015	Wednesday					NS	810	3	B10 Running Line	1738	ĦF	C06	C06_Mech_Maint_Day_Support	8377	
1/15/2015	Thursday	_				N5	B10	3	Mechanic B10 Running Line	3736	FC	810	810 Running Une Mechanic	3736	_
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		***		COO_MCGI_INGUI_COSY_GOSPEIN			7555	_	Mechanic			-			
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1/20/2015	Turaday	VR	CAN_SHARED	BOI_DepalleBrer_Operate	6818	NS	810	3	810 Running Une Mechanic	3736	VR	CAN_SHARED	Uncesigned	000	
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1/22/2015	Thursday					NS	810	3	B10 Running Une	3736	VR	UNA39IGNED	Unassigned	000	
1/21/2015	Friday	ax	UNASSIGNED	Unassigned	000	N5	810	2	Mechanic 810 Running Line	3736		 			-
1/24/2015		2000						_	Mechanic			-		-	-
1/25/2015										1					
1/26/2015	Monday	RF	803	803 Running Line Mechanic	3033	NS	B10	3	Bto Running Une Mechania	3736	VR	UNASSIGNED	Unassigned	000	
1/27/2015	Tuesday	SK	UNASSIGNED	Ungasigned	000	NE	B10	3	B10 Running Line	3736	VR.	PALLETIZER	Unassigned	000	
1/28/2015	Wednesday	-			-	N5	Bid	3	Mechanic B10 Running Line	2736	FC	C07	C07_Mech_Maint_Day_Suppor	8378	-
1/29/2015		VR	811	Unaxalgned	000	115	818	1	Mechanic 810 Running Une	3736	VR	CAN SHARED		000	-
		-	-						Mechanic		-			F	
1/30/2015	riday					N5	B10	3	B10 Runding Line Methanic	3736					
1/31/2015	-									-	_				-
2/01/2015			-			NS	810	3	B10 Running Line	3736	FC	C05	C05_Mech_Maint_Day_Suppor	8376	
02/03/2015	Townstay	-	-		-	พธ	810	3	Mechanis B10 Running Line	3736	FC	C06	COS_Mech_Main!_Day_Suppor	1 8177	-
									Median's					1	-
02/04/2015	Wednesday	SK	UNASSIGNED	Unessigned	000	NS	810	2	810 Running Une Mechanic	3738		CAN_SHARED		000	
02/03/2015	Thursday	RF	803	BD3 Running Line Mechanic	3633	214	B10	3	BIO Running Line Mechanic	1736	NA	PALLETIZER	803 Running Line Mechanic	7802	
02/06/2015	Friday	SK	UNASSIGNED	Unocsigned	000	HS	804	1	804 Running Line	3064					
02/07/2015	Saturday	-	-			VR	UNASSIGNED	3	Unassigned	000					
02/08/2015											-	200	C55 W-1 W-1 D-1 F-1	4 5370	-
02/09/2015	Monday					115	B10	3	810 Running Line Machanic	1736	_	C09	COS_Mech_Melnt_Day_Suppor	_	
02/10/2015	Tuesday					HS	818	3	Bio Running Une Mechanic	3738	VR	SBU_SHARED	1 804 Running Line Machanic	3664	
02/11/2015	Wednesday		1			PM	B10	1	810 Running Line	3736	FC	811	HII_Mech_Melnt_Day_Suppor	1 8374	1
02/12/2015	Thursday	-			-	MS	BIO	1	Big Running Une	3736	6K	UNASSIGNED	Unsadgned	000	1
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and the second	Wednesday				-	NS	810	3	Mechanic B10 Running Line	3736	FC	B03	903 Running Une Mechanis	3613	2
		1	UNASSIGNED	Unassigned	000	NS	B10	1	Mechanic B10 Running Line		RF	854	804_Depatie#zer_Operate	6515	6
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02/22/2015		1	1	WELL	-	N3	810	3	Bio Running Line	3730	FC	C07	CO7_Mech_Maint_Day_Suppo	nt 8371	0
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		-	1		1			1	Mechanic		8 VR	C06	Unssigned	000	1
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02/27/2015	5 Friday	FC	BOB	Bos Running Line Machanic	369	NS.	B10	3	B10 Running Line Machania	373	6		A Hallander		
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	-	dec	G09	CO9_Mech_Maint_Day_Suppo	n 837	9 NS	910	13	BIO Running Une	373	5				S. Carrie
03/04/201	5 Wednesda	Alec	1					1	Mechanic	1	1	-			

33/06/2015		FC		CD9_Mech_Malat_Day_Suppor	-			3	Mechania	3736				1	
13/07/2015	Solutday	8K	UNASSIGNED	Unassigned	000	FC	810	3	B10 Running Une Mechanic	2736					
1/08/2015	_					VR	UNASSIGNED	1	Unassigned	000					
1/09/2015	Menday			in the second se		115	810	3	B10 Running Une Mechanic	3736	FC	C07	CD7_Mach_MalnI_Day_Support	8378	
D102015	Tuesday	VR.	808	Unusalgned	000	HS	B10	3	D10 Running Line Mechanic	3726	VR	Boa	Unassigned	080	
11/2015	Wadnesday	-			-	115	810	3	010 Running Line	2726	VA	PALLETIZER	Unessigned	000	
		vn						_	Mechania		VR	810	Name of the last o	000	_
W12/2015	Thursday	VII	C07	Unessigned	000	NS	B10	,	BIO Running Line Mechanic	3136	VM	910	Unacelgoed	000	
DV12/2015	Friday					145	810	3	B10 Running Une Mechanic	3736					
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W15/2015						VR	UNASSIGNED	3	Unnssigned	000					
W18/2015	Monday	RF	BIQ	510 Running Line Mechanic	2738	เกร	810	,	B10 Running Line Mechanic	3736	VR	C03	Unessigned	000	
W17/2015	Tuesday	VR	C09	Unassigned	000	RS	B10	3	810 Running Une Mechania	3736	VR	810	Unassigned	000	
W18/2015	Wednesday	VR	811	Unassigned	000	:49	810	3	B10 Running Line	3736	πF	804	B04_Drpalescer_Operate	5910	
W19/2015	Thursday	5K	UNASSIGNED	Unassigned	000	NS	810	3	Mechanic B10 Running Line	3736	FG	803	BD3 Flunning Line Methods	3633	-
		-	DINCOMED	Land Signed	000				Mechanic		-	003	pas remaining care me strong	77.	
12/20/2015	Friday					NS	810	3	B10 Running Une Mechanic	3138					
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פונית כלעו						VR	UNASSIGNED	3	Unassigned	000					
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124/2015	Tuesday			A STATE OF THE STA		NS	810	3	810 Running Line	3736	FC	800	BO3 Running Line Machenic	2533	
3/25/2019	Visionesday	-			-	NS	810	3	Mechanic B10 Running Line	3736	FC	803	BD3 Running Line Nechanic	3633	-
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1728/5012	Sabirdey			-	-	VR	UNASSIGNED	2	Mechanic Unassigned	000	-			1	-
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V31/2015	Tuesday	VR	PALLETIZER	Unassigned	000	NS	B10	3	B10 Running Line	2738	FC	810	810 Running Line Methanic	3736	
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1/03/2015	Friday	-	-			VR	B01	3	Mechanic Unassigned	000		_			Good F
4/04/2015					1	1		-	5,310 g.44	-					
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0407/2015	Wednesday	-	-		-	NS NS	UNASSIGNED	3	Vacation Vacation	000	FX	BO3		000	-
	Thursday	SM	UNASSIGNED	Untarianed	000	HS	UNASBIGNED	3	Vacation	000	EX	(b) (6), (b)	Unassigned Unassigned	000	_
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4/13/2015 4/14/2015	-	-	-		-	HS	810	3	810 Depalletzer_Operate	7015		B10	Unresigned 801 Ranning Line Mechanic	3601	
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/23/2015 B /24/2015 B /25/2015 M		VR	C05	Unassigned		NS		-		7015					
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27/2015 V	Nedsesday					MS	B01	3		3531	FC	803	803 Running Use Mechanic	3633	
	Paratorna de						150		Mechanic						
/2M/2015 T	Thursday	SK	UNASSIGNED	Unassigned	000	NS	B03	3	B03 Running Line	3623	VR	C05	Unessigned	000	
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72972015 F	riday	VR	CAN_SHARED	Unesigned	020	NS	B03	1		3623				1 1	
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201/2015 A		SK	UNASSIGNED	Unasaigned		N5	B10		B10_Depolicater_Operate	7015	FC	Ç07	COT_Mech_Maini_Day_Support	5376	
/02/2015 T	-					NS	B10		B10_Depayetizer_Operate	7015		AUXILLARY	Palletter MD Support	3864	
103/2013 V	Nodnesday		3 - J			NS.	B10	2	810 Depekeizer Operate	7015	RF	B10	B19 Running Line Mechanic	3736	
1012015 T	Thursday	VR	DENDIFEANU	Unstalgard	800	NS	810	3	810_Deputed zer_Operate	7515	VR	811	Unessigned	000	
/05/2015 F	Friday		- 5			NS	810	3	810 Depallerzer Operate	7015	VR	UNASSIGNED	Unassigned	600	
	Seturday	E				VP	UNASSIGNED		Unassigned	000					-
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		-	William V		-			-	Name and Address of the Owner, which were the Control of the Owner, which were the Control of th	Annual States	-				-
M9/2015 T		-			-	NB	B10	3	B10_Depaketter_Operate	7015		810	813 Running Line Mechanic	3738	
V10/2015 V					-	พธ	B10	3	BtO_Depaletter_Operate	7015		UNASSIGNED	Unsesigned	000	
/11/2015 7		VR	C05	Unissigned	900	NS	BIG	3	810_Depetates_Operate	-	VR	811	Unssalgned	900	-
/12/2015 F	Friday	FG	B03	803 Running Line Machanit	3633	NS.	810	3	910 Depaletzer Operals	7015			Accompany to the second	1	17 77
VI3/2015 5	Saturday							1 138					*		
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J15/2015	***	VR	804	Unassigned	000	NS	B10	3	110 Depaletter Operate	7015	NA	Bos	BOS Mech Maint Day Support	1572	
/15/2015 7		- I	-	Citatagaes	1000	NS	B10	1	BID_Depatester_Operate	7015	-	ALDULLARY	Paletze MD Support	1984	_
	Wednesday				-	-	- minutes	1	BIO Depatetizer Operale	-	-	YPALIDULA	COS Meth Maint Day Support	1377	-
					-	NS	810	3							-
VIB/2015 1		RF	(B) (6), (b)	801 Running Line Mechanic	-	NS	B10	3	810_Depalelizer_Operate			UNASSIGNED	The second secon	000	
/19/2015 F	Friday	VR	(0) (0). (0)	Unessigned	000	NS	810	3	810_Depatetzer_Operals	7015	VR.	UNASSIGNED	Unassigned	000	
V20/2015	Baturday	100	Marine Street			1417	Want Land		Shirt Col-						
1/21/2015	Sunday														
M2/2015						NS	UNASSIGNED	1	Vaceton	000	FX	CAN_SHARED	Unssipned	000	
773/2015		SK	UNASSIGNED	Unssigned	900	NS	UNASSIGNED		Vacation	000	FX	808	Unessigned	000	-
-		-	-	The state of the s	-	NS	UNASSIGNED	-	Vacation	000	EX	NBU_SHARED		000	
5/24/2015 V		SK	UNASSIGNED	Unestigned	000	-		-			Annual Advanced	THE RESERVE AND ADDRESS OF THE PARTY OF THE	A CONTRACTOR OF THE PARTY OF TH	-	-
6/25/2015	Thursday					tis	UNASSIGNED		Vacation	000	FX	810	Uneasigned	000	
D/26/2015	Friday				1	NS.	UNASTIONED	3	Vacation	000	FX	808	Unassigned	000	
5/27/2015	Betriday		-10			FX	B03	1	Unassigned	000					
	Sunday										1				
5/29/2015		FX	810	Unassigned	000	NS	Bto	1	B10 Running Une	3736					7
MEMERICA		1.0	0.0	S. S	1	1,00	10.0	1	Mechanic	1	1			1	
5/30/2015	Tuesday				1	115	810	13	B10 Running Une	3738	FC	810	B10 Ruming Une Mechanic	3736	
			SUFFICE STATES	Company of the Compan	1				thecharks .		1				-
701/2015	Wednesday					NS	810	3	810 Running Line	3736	FC	810	BIG Hunning Une Mechanic	1738	
To the Constitution	***************************************			100000000000000000000000000000000000000		100			Mechanic		1	507			8-22-1
7/02/2015	Thursday	VR	UNASSIGNED	Unassigned	000	211	SSU SHARED	2 3	General Packaging Labor	7256		· warmer			
7/03/2016		-	-		-	FC	801	13	BO1 Running Line	3601				-	Indepe
		1				100	1		Mechanic	1			Andrew Service		Oty
7/04/2014	Saurdey														
7.05/2015		1	1		1	6K	UNASSIGNED	13	Unassigned	000	1	1			
7/06/2015		1			1	N3	B10	3	B10_Depalletzer_Operate		FC	B03	803 Running Une Mechanic	2633	
		-	-	-	+	115	810	3	B10 Depalickzer Operate			COS	COS_Mech_Maint Cay_Support		
7.07/2015		-	-		-	1		-				C05	Unassigned	000	
	Wednesda	1	-		-	NS	B10	3	B10_Deputindzer_Operate					000	+
7/09/2015		1			1	148	B10	3	B10 Depallouzer Operate			UNABBIGNED	Maserdica	200	+
7/10/2015						HS	B10	3	810_Depaletrer_Operate			-		-	-
7/11/2015	Seturday					SK	UNASSIGNED		Unessigned	000		1		-	_
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7/13/2015		1	1	1		NS	B16	13	Bta_Depoletzer_Operate	e 7011	5 VR	CAN_SHURE	DUhassigned	000	
7/14/2013		FC	904	804 Running Line Mechanic	3004	NS	810	13	810_Depatedzer_Operate						
	Wednesda	_	C07	Unavelgned	000	NS	B10	3	610 Depalledrer Operale						
		SK		Unassigned		N5	810	3	B10 Depalletizer Operati			1	1	1	
	Thursday	len	THE PROPERTY OF THE PARTY OF TH	Cistopha	1000		810	3	810 Depaintzer Openi			-	1	1	
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7/16/2015		-	-		-	-	+	-	-	1	-	-	1	+	1
7/19/2015		-	-		-	-	-	-		-	-			+	1-
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7/21/2015	Toroday					NS	B10	3	B10_Depoletter_Operat			-		+	-
	Wednesda	Y				HS	B10	13	810_Deparetzer_Operat					-	
	Thursday			A STATE OF THE STA		145	Bio	3	B10_Depaletizer_Opent						
7/24/2015		1-	1		-	N9	810	13	Bio Depaletizer Operat						
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1/25/2015		-	-		-	-	-	+		+	1	1		+	1
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17/27/2015		1	1		1	NS.	UNASSIGNE		Vacation			-		+-	+-
17/24/2015		-			-	NS	UNASSIGNE		Vaseton	(000				-	+-
1/29/2015	Wednesda	y		1	1	NS	UNASSIGNE	10	Vacation	000		1			1
		St. 5.	AC-115-1-170	PACCE OF THE STATE			544-14-14								

Day				LeslOsy		14			(b) (6).	(b) (-			
1/2014	•			7/29/201	5	•				et Sched	ule			
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0		lE Status	IE WarkGraup		Tap Casa	Status	WorkCroup	Shift	Job Desc	Job	50 Status	SO WorkGroup	90 Job Oesc	SO Job
1/2014	Selutday					VR	UNASSIGNED	1	Unsssigned	800				1
	Sunday													T
	Monday	-				NS	HBU_SHARED		B03 Planner B03 Planner	13578		Out Halle Colony		+
-	Tuesday Wednesday	RF	903	B03_Lobels1_Operate	6889	NS NS	NBU_SHARED	-	Bot Planner	13578				+
6/2014		UNK	894	B04 Running Une Mechanic	3564	res	NBU_SHARED		BOS Planner	12578				1
7/2014						HS	NBU_SHARED	1	908 Planner	13578	VR	COS	Unassigned	001
	Saturday	_			_			_						+
	Sunday Monday	-			-	115	NBU_SHARED	,	Bob Planner	13578	_			+
	Tuesday	VAK .	C05	C05_Mech_Matnt_Day_Support	837B	MS	NBU_SHARED		BOS Planner	13578	3.0			†
2/2014			810	BIO_Mech_Melni_Day_Buppert	0373	115	HBU_6HARED		BQ5 Planner	13578	0.000			1
	Thursday					118	NBU_SHARED		B08 Planner	13578		843	BOD Relief LUMBY	5.8
4/2014					-	ris	NBU_SHARED UNASSIGNED		305 Planner	13576	VR	B03	Unatolgnes	00
	Saturday Sunday	1000			1	VR	O3MUREO	-	Unessigned	WQ.			and the second second	+
	Monday					145	NOU SHARED	1	Bit Plamet	13578	VA	Cas	Unasalgned	00
	Tuesday					NS	HBU_SHARED		80t Plemer	13576				1
	Wednesday				-	MS	NBU_SHARED	_	BQ8 Plamer	13578	RF	801	803 Pocker Une Balance	160
21/2014	Thursday	-			-	NS NS	NBU_SHARED		B05 Planner B05 Planner	13578		-		+
	Saturday					VR	UNASSIGNED		Unassigned	000				1
	Simday													I
-	Manulay				-	NS	OSRAHA_UBN		606 Planner	13578	VR	UNASSIGNED		00
	Yeenday	-				NS NS	NBU_SHARED		B08 Planner	13578	RF	B10	BIO_Depaletzer_Operate	70
	Thursday	-			-	143	MBO_SISACEO	-	DOS FIELENOS		-			+
	Friday	8												I
	Securday													+
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	Tuesday	VR SK	UNASSIGNED	Unassigned	000	NS N3	NBU_SHARED		B08 Planner	13578		801	B01_PackerLineBalance_Operate	-
	Windnesday	un.	OTT POST MILEO	O.B. T.	1000	NS	NBU_SHARED		BDS Planner	13578	VR	UNASSIGNED		02
	Thursday					N3	NBU_SHARED		B08 Plenner	13578	VR	CCS	Unatelgrand	00
25/2014					_	NS	NBU_SHARED		805 Placner	13578	VR	C09	Unassigned	00
	Seturday				-	VR	UNASSIGNED	1_	Unessigned	000	-			+
	Monday	-			-	NS	NBU_SHARED	1	Eca Plenner	13574	-	1		+
	Tuesday					NS	NBU_SHARED	1	Sta Plenner	13578	VR	UNASSIGNED	Unessigned	00
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12/2014	Thursday	FF	804	BO4_Refet_Ubity	5934	NS NS	NEU_SHARED		B08 Planner B08 Planner	13578	NA	COS	Unassigned	100
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	Monday					NS	NEU_SHARED		Bld Planer	13573	VR	UNASSIGNED	Unessigned	00
	Tuesday	or		50. 5 d V 51. 5		NS	MBU_SHARED		Bos Planner	13578	-	-		+
	Wednesday	- I	BOI	801_PackerLineBalance_Operate	10847	NS PIS	NBU_SHARED		808 Plainer 808 Plainer	13578	1	-		+
	Fiday				1	N5	NBU_SHARED		608 Planner	13578				+
20/2014	Beturday											-		I
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	Monday	-			1	NS NS	UNASSIGNED		Unessigned Unessigned	000	1	1		+
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25/2014	Thursday										1			T
	Friday				-	-		-		-	-	-		+
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10/2014	Tuesday													T
	Wednesday					1		-		1	1	-		1
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	Saturday				1	1	1	1		-		1		+
34/2015	Sunday		D) (5) (D)											1
	Manday	VR	b) (6), (b) (Unaszigned	000	NS	NBU_SHARED		808 Planner	13578				I
	Toesday Wednesday	-			-	N3	NBU_SHARED		808 Planner	13574				+
	Thursday	1			1	NS NS	NBU_SHARED		808 Planner 808 Planner	13578				+
	Friday				1	NS	NBU_SHARE		BES Planner	13578		C00	Unassigned	D
10/2015	Stairday													T
	Sunday	-			-	VR	UNASSIGNED		Unessigned	000		-		1
	Monday	VR AC	UNASSIGNED BO4	Unaxeigned 804_Lebeler_Operate	5939	MS	NEU SHAREC		Bos Planner Bos Planner	13578				+
			810	SIO Depallotizer Operate	7015		MBU SHARED		808 Planner	13576		1		+
	Wednesday	AF	1010											

116/2015	Friday	NA	C09	Bark Labeler Operator	13504	HS	NEU_SHARED	1 1	BGS Planner	13578		1	The state of the s	1
17/2015	Saturday		1		- (1)	NA	BOI	1	C05_Mech_Metht_Day_Support	8377	1			
11/2015	Eunday					1.		100 (1)		C. 110.53				
18/2015	Monday	America				Unit of								
2W2015	Tuesday	SK	UNASSIGNED	Unaisigned	000	115	NBU_SHARED	1	BOS Planner	13578				
21/2015	Wechesday	RF	001	801 Running Line Mechanic	1030	N9	NBU_SHARED	1	Bos Planner	13578				
22/2015	Thursday		and the same of			NS.	NEW_SHARED	1	Bas Planner	13578	AC	310	Back Labeler Operator	135
23/2015	Friday					NS.	NEU_CHARED	1	BO2 Planser				Unstalgmed	000
21/2015	Saturday	VR	C09	Unavelgned	000	w	B04	1	904 Running Line Mechanic	3684	RF	910	810 Running Line Hechanic	371
and the same of the same	Sunday					-				-	-			-
	Menday	NA	C07	General_Packaging_Labor	7255	NS	NEU_SHARED	1	808 Planner	12578				-
	Tuerday	101	-	The state of the s	12.50	113	NEU_SIMRED		Bos Planer	13576		-		-
	Wednesday	_	-			NS	NEU_SHARED		B08 Planter	13578		-		-
		WK	904	BO4 Running Line Mechanic						-	-			-
	Thursday		See Control of the Co			145	NOU SHARED	,	800 Pismer	13578	-			-
20/2015	-	WH	864	804 Running Line Machanis	3684	NS	NBU_SHARED	1	805 Plarents	13570				
-	Bahrday					VR	UNASSIGNED	1	Unassigned	000				
	Sunday													1
	Monday	WK.	B03	803_Lobder_Operate		143	NBU_BHARED	1	BOS Planner	13574				_
103/2015	Tuesday					HS	NEU_SHARED	1	B08 Plannet	13578	SK	UNASSIGNED	Unassigned	000
04/2015	Wednesday					NS	NEU_SHARED		806 Plarmer	1357E	15/05	803	Back Labeler Operator	135
05/2015	Thursday	WK	884	604 Flunning Line Mechanic	3564	N5	NEU_SKARED	1	Bos Planner	13576				
05/2015	Friday					NS	NEU_SHARED	1	Single Vacation	13578	EX	COT	Unassigned	003
07/2015	Baturday					VR	UNASSIGNED	1	Unersigned	000				
08/2015		1				-								1
	Monday			******		NS	NEU_SHARED	1	BOS Planner	13578				1
	Tuesday	AC	en	801 Running Line Mechanic	3601	NS	NEU SHARED		BOS Planter	13578	_			1
-	Wednesday	AG		Confined Space Aftend	85	NS	NBU_BHARED	_	Bus Planner	13578	-		707L	+
	Thursday	WK	801	CONTRACTOR OF THE PARTY OF THE	3501	NS	NEU_SHARED		GG8 Planner	13576		-		1
			808	B01 Running Une Methanit B06 Running Une Methanis		NS	NEU_SHARED		BOS Plarner	13578	-			+
13/2015		AC	400	DOW MUNICIPAL THE MECHANIC	3692	-		-		-	-		The same of the sa	+-
-	Sahirday	1			-	VR	UNASSIGNED	1	Unassigned	000	-	_		+
/15/2015		-	-					_		-	-			1
-	Manday	NA	803	BOI_Föer_Operate	5973	NO.	HON CHANGED	-	BOS Piernor	11574	VA	PALLETIZER	Unassigned	900
	Tuesday	RF	807	BOX Paster Une Balance	0897	NS	NEU_SHARED		B08 Plarner	13578	RF	803	B03_Relief_USAy	858
1102015	Wesneedsy	WK .	808	804 Runsing Line Mechanic	3692	NS.	NBU_BHARED	1	808 Planter	13578				
/19/2015	Thursday	WK	904	BO4 Running Line Mechanic	1664	NS.	NOU SHARED	1	606 Plamer	13578				
20/2015	Friday	RF	811	B11_Labrier_Operate	7085	NS	NBU_SHARED	1	BOS Planner	11578	VA	CAN_SHARED	Unassigned	00
21/2015	Saturday			T		AC	NBU_BHARED	1	B14 Planner	TRN				T
72/2015	Sunday	1			1	VR	UNASSIGNED	1	Unossigned	003				1
	Monday	-				NS	NOU SHARED	1	Boa Planner	13574	VR	B04	Unsulghed	000
	Tuesday	-	-		-	N9	NBU SHARED	-	B08 Planner	1357B	-	B01	BOI Mech Meint Day Support	63
	Wetnesday	1	-			NS	NBU_BHARED		BOS Planner	13578	-	801	BO1_Mech_Meint_Day_Support	0.1
		_	B04	BACH TO THE WATER	2441					_	-	B10	Bto Unceser Line Balance	70
THE REAL PROPERTY.	Thursday	RF		BOI Running Line Mechanic	3861	NS	NBU_SHARED	-	Bos Planner	11574				_
A7/2015		5K	UNASSIGNED	Unssalgned	000	N5	NBU_SHARED		Bos Plarner	13578	PU-	810	B10 Running Une Mechanic	21
_	Soturday	-	1		-	VR	UNASSIGNED	11	Uncealgred	040	-			+
	Sunday	-			_		1	-		-	-			-
102/2015	Monday	5K	UNASSIGNED	Unassigned	000	NS	NBU_BHARED		Bot Planer	12570	-	COS	Unastigned	00
J93/2015	Tuesday	RF	810	810_Unceser_Une_Balance	7056	NS	DERAHE UDN	1	BG8 Planner	13578	RF	810	B10_Packer_Operate	70
VOA/2015	Wednesda	YWK	810	B10 Running Line Machanic	3736	NS	NBU_SHARED	1	BOS Plaaner	11578				1
105/2015	Thursday					NS	HBU_SHARED	1	608 Planer	13576	NA	808	808_Filer_Operate	69
V06/2015	Friday	WK	C09	C09_Mech_Maint_Day_Support	4379	NS	NSU_SHARED	1	B08 Planner	13578				T
V07/2015	Baurday	1				WX	803	1	B63 Running Line Mechanic	3933			Control of the Contro	1
V08/2016	Sunday										1			
	Monday	VR	UNASSIGNED	Unessigned	000	N9	NBU SHARED	1	806 Planner	13578	VR	G01	Unestigned	_ C0
	Tuesday	1	1			HS	NEU_SHARED		BOA Planner	13578		COS	B10_Filer_Operate	70
	Wednesda	y WK	604	BO4 Running Line Mechanic	3654	NS	NOU_SHARED		B01 Planter	13578		-		
	Thursday	ALANY	1004	BOA HORISING LATE INTO INTO	13037	-	NBU_SHARED		804 Planner	13574		Dil	B10_FWer_Operate	70
		+-	-		1	NS	NOU_SHARED		806 Planter	13571		UNASSIGNED		00
וסגעוע	- Contract of the Contract of	1	-		1-	NS				_	VIC	DI TOTO NED		100
	Baturday	-	-		-	VA	UNASSIGNED	_	Unasalgred	000	-	-		+
116/2016		-	-		-	VR	UNASSIGNED		Unstalgned	000	100	anu come	tternies d	1
	Monday				-	HS	NEU_BHAREC		800 Plenner	13578	_	SBU_SHARED	unesugnee	00
	Tuesday				1	NS	NBU_SHARED		800 Planer	13576		-		1
M 8/201	Wednesda	y WK	310	B10_Filter_Operate	7022	-	NBU_BHAREC		801 Planer	13576				1
	Thursday	RF	806	BOR Relef Usity	0901		NBU_BHAREC		901 Plenner	13571		-	-	1
120/2015	Fristy	WK	804	B04 Running Line Machenic	3654	NS	NBU_SHARED	1 0	803 Pleaser	1357				1
	Bakırday	VR	UNASSIGNED	BIG Filtr Operate	7022	WK.	810	1	B10_Depaletzer_Operale	7015		L		T
	Sunday	1							1					1
	Monday			7	1	NS	NBU_SHARE	0 1	B08 Planner	1357	1			T
	5 Tursday	WH	608	B68 Plamer	1357	5 NS	NBU_SHARE		SOI Plenner	1357	3		Constitution and a second	
	5 Wednasis	-	806	B08 Planner		115	NBU_SHARE		B02 Planner	1357				T
	5 Thursday	NX AAN	808	BIS Planner		E N5	NBU_SHARE		Bos Pismer	1257				1
	5 Friday	WK	BOS	Bos Planner	-	E 245	NBU_BHARE		805 Planner	1357	_	1		1
		- Total	1	277.1441	1201	VR	UNASSIGNED		Unwestgred	000	1			+
	5 Seturday	-	-		+	EX	810	1	Unassigned	000	+		T T T T T T T T T T T T T T T T T T T	+
	5 Burelay	-	+		1	-	-	1:	Vacaden	200		1		1
	5 Monday	-	-		1	MS	UNASSIGNED		Vacation	000	+-	1		+
	5 Tuesday	-	1		1	NS	UNASSIGNED			_	+	+		+
	5 Wednesd	BY EX	808	Unussigned	000	NS	UNASSIGNED		Vacatory	000	-	nos	lianders.	1
	6 Thursday				1	NS	UNASSIGNED	-	Vecation	100	EX	BOS	Unassigned	0
4/03/201	5 Friday					9.K	UNASSIGNED	ווכ	Unassigned	958	-		recurrence of least carteries	1
	5 Selurday					EX	801	1	Unessigned	900		1		1
	5 Sunday				1									T
	5 Menday	EX	801	Unassigned	000	HIS	UNASSIGNED	110	At Day Off	000				T
	5 Tuesday	1			1	N5	NBU SHARE		Bos Plarner		e VR	UNASSIGNED	Unutsigned	10
OR ILEG		- mr	803	BO3 Running Line Necharie	3833	_	NBU DHARE		B95 Planner	1357		1		1
100					2735		NBU_SHARE		B08 Plenner	1357		1		+
4/08/201	AN DRITTED BY		B10 B04	BID Running Une Nechanic					BOS Planner	1367				1
4/09/201			1004	804 Fluming Line Nechanic	3664	N3	HOU_SHARE	41	Jours Labourer	11407	-	-		-
4/10/201	15 Friday	WK			1	10.000	- IM a parameter	ni.	Management	Inne	1	1		
4/09/201 4/10/201 4/11/201		wx				VR	UNASSIGNE	110	Unassigned	300	1	-		+

	Monday					NS	(NBU_SHARED)	1 1	Boa Planner	13576				1
/14/20151		RF	801	B01_PackerLineBalance_Operate	5847	211	HBU_SHARED		Bos Planner	13571	SK	UNASSIGNED	Unassigned	000
		NA		808 Running Line Mechanic	3692	NS	NBU_SHARED	_	BOS Planner	13576				1
-	Thursday	VVK	BOS	BOS Running Line Machanic	3692	NS	NBU SHARED	-	B06 Pinnaer	12578				1
17/2015						NS	NBU_SHARED	1	808 Planner	13578	VR	UNASSIGNED	Unassigned	100
18/2015			-			VR	UNASSIGNED	1	Unassigned	000				1
19/2015														1
20/2015						NS	NBU_BHARED	1	Bos Planner	13578				+
21/2015		_				NS	NBU SHARED	1	Bos Flanner	13578		- 10-25		+
	Wednesday	_			-	N9	NEU_SHARED		BQS Planner	13574	-			+
-	Thursday	-	-		-	145	NBU_SHARED	-	Bos Planner	13578	NA	B01	301 Running Une Mechanic	36
24/2015		_				NS	NEU_SHARED	_	BOS Planner	13578	RF	UNASSIGNED	Unatelgood	00
25/2015		-			-	VR	UNASSIGNED	•	Unassigned	000	-	On Colonia		+
26/2015		_				44	GRASSIGIED	-	CHRESIGNES	000	-			+
27/2015		VR	UNASSIGNED	Harris and	000	из	NBU_SHARED		Bos Planner	13578	VR	UNASSIGNED	Linestimad	00
2NZ015		AM	UNASSIGNED	Unasugnea	400	NS	NBU_SHARED		800 Planner	13574	WH	BOS	805 Running Une Mechanic	36
	Wednesday	_			_	NS	NBU SHARED	-	BOS Planner	13574	WK.	808	80f Running Une Mechanic	36
-	Thursday	-			-	NS.	NEU_SHARED	-	Bos Planner	13571	AC	Bos	808 Uncoser Line Balance	70
01/2015		-				N3			BOS Planner	13576	VR	UNASSIGNED	Unassigned	90
		NA	804	BA Director Line Herbania	3554	MX	NBU_SHARED	1	B10_Depailetizer_Operate	7015	SK	UNASSIGNED		00
03/2012		m	804	804 Running Line Mechanie	3004	NAY.	810	•	m)0_Gebaneater_Operate	7013	20	UNASSIGNED	Chartynea	+~
		-			-	110	WOLL OLLOWED		DOS DV	12574	ven	III SECULATED	Deserted	100
04/2015	-	_			_	NS	NBU_SHARED	1	Bos Planner	13578	VR	UNASSIGNED	Onsendated	- 00
05/2015		-			-	NS NS	NBU_SHARED	-	Bos Planner	13578	1/9	CAN SUADES	Linaratorad	00
	Wednesday	-			-	NS	NOU_SHARED	-	BOS Planner	-	VR	CAN_SHARED		60
-	Thursday				_	NS	NBU_SHAREO		BOB Planner	13578	VR	UNASSIGNED	CARDON DE LA CONTRACTOR	100
08/2015		_			_	NS EM	NBU_SHAREO	1	BOS Planner	13574	PIV	C07	Unassigned	100
	Saturday					VR	UNASSIGNED	1	Unexalgned	000				+
10/2015						VR	UNASSIGNED	1	Unessigned	000				
11/2015						NS	NBU_SHARED		Treining -	TRNO	VR	C05	Unassigned	00
12/2015		RF	808	305 Running Line Mechanic	3692	NS	NBU_SHARED	t	Training -	TRNO	AC	NBU_SHARED	Resolut_NBU_Operate	72
13/2015	Wednesday	WK	801	801 Running Line Mechanic	3601	NS	NBU_SHARED	ţ	Training -	TRN01				1
14/2015	Thursday					N9	NBU_BHAREO		Training -	TRNOT	VR	810	810 Running Une Mechanic	37
15/2015	Friday					N6	NBU_BHARED	1	Single Vacation	TRADI	FX	810	Unessigned	00
	Saturday					VR	UNASSIGNED	1	Unarsigned	000				
17/2015	Bunday													T
16/2015	Monday	VR	C09	Unsealgned	000	NS	810	1	B10_Depafetizer_Operate	7015	VR	C05	Unaxaigned	00
-		NS	803	803_Relat_Utility	6884	NS	B10	1	810_Deparetzer_Operate	7015	RF	010	SID Running Line Mechanic	37
	Wednesday					115	810	í	810 Depatelizer Operate	7015	RF	801	B03_Packer Line Balance	6.6
	Thursday	AC	B10	810 Running Line Mechanic	3736	NS	B10	1	810 Depaletzer Operate	7015		1000000		
22/2015		WK	803	803 Running Line Machanic	3833	NS	804	1	804 Depatetzer Operate	6916				1
	Saturday	-	003	Day rouning Care mounts	3045	VR	UNABBIONED	-	Unassigned	000	-			+
24/2015			-		-	VR	UNASSIGNED	-	Unessigned	000	-	-		+
		-			-	Vn.	UNASSIGNED	-	ORENEIDVER	200	-			+
25/2015		im		Water State of the						1.0000	-			-
25/2015		VR	UNASSIGNED	Unassigned	000	NS	NBU_SHARED		BOI Planner	13578	-			-
	Wednesday	-			_	NS	NBU_SHARED		80ê Piwner	13576				-
		WK	B10	B10 Running Line Mechanic	1736	NS	NEU_BHARED		80ê Pîanner	13578	_			-
29/2015	-	AC	B03	BO3_Relef_UUVIY	8854	NS	NBU_SHARED	1	808 Planner	13578				-
-	Babirday	VR	951	Unassigned	000	FC	BOI	1	801 Running Line Mechanic	3601				1
31/2015	Bunday	NA	801	601 Running Line Mechanic	3501	WK	801	1	801 Running Line Machanis	2501				_
01/2015	Monday		200			HS	808	1	838 Planner	13578	SK	UNASSIGNED	Unassigned	0.0
02/2015	Tuceday	AC	807	801_Packe: Une Balance	8897	No	808	1	808 Planner	13578				
D12015	Wednesday	AC	B01	B01 Running Line Mechanic	3601	NS	808	1	BDS Planner	13578				
04/2015	Thursday					NS	808	1	808 Planner	13578	AC	NEU_SHARED	General Packaging Labor	72
05/2015	Friday					143	BOS	1	808 Planner	13578		10000000		
08/2018	Saturday					VR	UNASSIGNED	1	Unstalgned	000				T
							1 - 2 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -							
04/2015					711	1/5	808	1	808_Labeler_Operate	8988		1		T
CONTRACTOR OF THE PARTY NAMED IN			1			NS	808	1	BOS Loboler Operate	6918	SK	UNASSIGNED	Unassigned	00
	Wednesday	-	-		-	HG	806	1	GOS_Labeler_Operate	6988	VR	UNASSIGNED	Unessigned	O
-	Thursday				-	NS	806	1	806 Lebeler Operate	8888	VR	BII	Unassigned	00
12/2015		-	-		-	N9	808	1	BOB Labeler Operate	6988	VA	814	Unassigned	91
	Schindey	-	-		-	NA NA	801	-	The state of the s	3501	SK	UNASSIGNED		00
14/2015		-			-	1	1001	-	801 Running Line Mechanis	100,	-	- Danielen		1
		VR	LINASCIONICS	(Investment	000	Tue.	910	-	NIA Consideration County	7013	VR	804	Unassigned	00
		VII	UNASSIGNED	with the same of t	000	143	810	-	B10 Depuletter Operate	7015	77	jours .	Olympia ()	100
15/2015	VAREAU		-	700 0 t - t b - t t - t - t		NS	810	-	B10_DepaRelizer_Operate	-	-	1		+
15/2015			DOS	808 Running Line Mechanic	3692	MB	610	1	BIO_DepeRefzer_Operate	7015	-			1
15/2015 18/2015 17/2015	Wednesday	1 to		Processor Constitution and Constitution		NS	810	1	810_DepaVetrer_Operate	7015	RF	801	801 Running Line Mechanic	36
/15/2015 /18/2015 /17/2015 /18/2015	Wednesday Thursday	740			-			11	810_Depalledzer_Operate	7015	RF	910	B10 Running Une Mechanic	37
/15/2015 /18/2015 /17/2015 /18/2015 /18/2015	Wednesday Thursday Friday	m .				NS	810							1
115/2015 118/2015 117/2015 118/2015 118/2015 720/2015	Wednesday Thursday Friday Seturday	-				VR	UNASSIGNED		Unessigned	000	-	_		-
115/2015 116/2015 117/2015 118/2015 118/2015 129/2015 121/2015	Wednesday Thursday Friday Seturday Bunday	-				SK S	UNASSIGNED UNASSIGNED		Unessigned	000				1
15/2015 18/2015 17/2015 18/2015 18/2015 20/2015 21/2015 22/2015	Wednesday Thursday Friday Seturday Bunday Monday					SK NS	UNASSIGNED UNASSIGNED 908		Unessigned B08_Labeler_Operate	000 6988	RF	801	801 Running Line Mechanic)(
15/2015 18/2015 17/2015 18/2015 18/2015 20/2015 21/2015 22/2015 22/2015	Wednesday Thursday Friday Seturday Bunday Monday Tuesday	WK	C03	C05_Medi_Melnt_Dsy_Support	8376	K K NS NS	UNASSIGNED UNASSIGNED 908 908	1	Unessigned B08_Labeler_Operato 808_Labeler_Operate	000 6988 6988				1
15/2015 18/2015 17/2015 18/2015 18/2015 20/2015 21/2015 22/2015 22/2015 24/2015	Wednesday Thursday Friday Seturday Bunday Monday Tuesday Wednesday	WK	C03 B01	C05_Mech_Moint_Day_Support		KR SK NS NS	UNASSIGNED UNASSIGNED BC8 BC8 BC8		Unessigned 508_Labeler_Operato 608_Labeler_Operato 608_Labeler_Operato	5988 5988 5988	RF	811	Bt1_Labeles_Operate	171
15/2015 18/2015 17/2015 18/2015 18/2015 18/2015 20/2015 21/2015 22/2015 24/2015 25/2015	Wednesday Thursday Friday Soturday Bunday Monday Tuesday Wednesday Thursday	WK RF	B01	801 PackerLineBalanca Operate	8847	VR SK NS NS NS	UNASSIGNED UNASSIGNED BC8 BC8 BC8 BC8 BC8	1	Unsaigned B08_Labeler_Operate 808_Labeler_Operate B03_Labeler_Operate 908_Labeler_Operate	000 5588 6988 6988 6988		811		70
15/2015 18/2015 17/2015 18/2015 18/2015 18/2015 20/2015 21/2015 22/2015 24/2015 25/2015 25/2015	Wednesday Thursday Friday Seturday Bunday Monday Tuesday Wednesday Thursday Friday	WK				VR 6K NS NS NS NS	UNASSIGNED UNASSIGNED BC8 BC8 BC8 BC8 BC8 BC8	1	Unessigned 508_Labeler_Operate 608_Labeler_Operate 808_Labeler_Operate 905_Labeler_Operate 808_Labeler_Operate	000 6988 6988 6988 6988 6988	RF	811	Bt1_Labeles_Operate	70
15/2015 18/2015 17/2015 18/2015 18/2015 18/2015 20/2015 21/2015 22/2015 24/2015 25/2015 25/2015	Wednesday Thursday Friday Soturday Bunday Monday Tuesday Wednesday Thursday	WK RF	B01	801 PackerLineBalanca Operate	8847	VR SK NS NS NS	UNASSIGNED UNASSIGNED BC8 BC8 BC8 BC8 BC8	1	Unsaigned B08_Labeler_Operate 808_Labeler_Operate B03_Labeler_Operate 908_Labeler_Operate	000 5588 6988 6988 6988	RF	811	Bt1_Labeles_Operate	70
15/2015 18/2015 17/2015 17/2015 17/2015 17/2015 17/2015 17/2015 17/2015 17/2015 17/2015 17/2015 17/2015 17/2015 17/2015 17/2015 17/2015	Wednesday Thursday Friday Seturday Bunday Monday Tuesday Wednesday Thursday Friday Seturday	WK RF	B01	801 PackerLineBalanca Operate	8847	VR 6K NS NS NS NS	UNASSIGNED UNASSIGNED BC8 BC8 BC8 BC8 BC8 BC8	1	Unessigned 508_Labeler_Operate 608_Labeler_Operate 808_Labeler_Operate 905_Labeler_Operate 808_Labeler_Operate	000 6988 6988 6988 6988 6988	RF	811	Bt1_Labeles_Operate	171
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15/2015 16/2015 17/2015 18/2015 18/2015 20/2015 22/2015 22/2015 22/2015 22/2015 22/2015 22/2015 22/2015 22/2015 22/2015 22/2015 22/2015 22/2015 22/2015 22/2015 22/2015 22/2015	Wednesday Thursday Friday Seaurday Bunday Monday Tuesday Wednesday Thursday Friday Seaurday Bunday Tuesday Tuesday	WK RF	B01	BOT_PackerUneBalance_Operate BOS_Reset_Udsty	6983	VR 6K NS NS NS NS NS VR	UNASSIGNED UNASSIGNED BC6 BC6 BC6 BC6 BC6 UNASSIGNED UNASSIGNED B10 B10	1	Unessigned BOB_Labeter_Operato BOE_Labeter_Operato BOE_Labeter_Operato BOE_Labeter_Operato BOE_Labeter_Operato BOE_Labeter_Operato Unossigned B10_Uncser_Line_Belence B10_Uncser_Line_Belence	000 6588 6988 6988 6988 6988 000 7050 7050	RF NS	B11 CAN_SHARED	Bt1_Labeler_Operate General_Pockaging_Labor	71
15/2015 16/2015 17/2015 18/2015 18/2015 18/2015 22/2015 22/2015 22/2015 22/2015 22/2015 22/2015 22/2015 22/2015 22/2015 22/2015 22/2015 22/2015 22/2015 22/2015 22/2015 22/2015	Wednesday Thursday Friday Seburday Bunday Monday Tuesday Wednesday Friday Seburday Sunday Tuesday Vednesday Tuesday Vednesday Vednesday Vednesday Vednesday Vednesday Vednesday Vednesday Vednesday Vednesday Vednesday	WK RF WK	B01 B08	BOS_Resert_Udity BOS_Reser_Udity COS_Nect_Makst_Day_Support	6983	VR 6K NS NS NS NS VR NS	UNASSIGNED UNASSIGNED BC6 BC6 BC6 BC6 BC6 BC6 UNASSIGNED B10 B10 B10	1	Unessigned 508 Labeler Operate 808 Labeler Operate 808 Labeler Operate 908 Labeler Operate 908 Labeler Operate 908 Labeler Operate 808 Labeler Operate 810 Unessigned 810 Unessigned 810 Unessigned 810 Unessigned 810 Unessigned	000 6988 6988 6988 6988 6988 000 7050 7050 7050	RF NS	B11 CAN_SHARED	B11_Labeler_Operate General_Pockaging_Lebor B10 Running Une Mechenic	71
15/2015 18/2015 17/2015 18/2015 18/2015 18/2015 18/2015 18/2015 22/2015 22/2015 22/2015 22/2015 23/2015 23/2015 23/2015 23/2015 23/2015 23/2015 23/2015 23/2015 23/2015 23/2015 23/2015 23/2015 23/2015 23/2015 23/2015 23/2015	Vicenseday Thursday Friday Sealinday Bunday Monday Tuesday Wednesday Friday Geturday Sunday Friday Geturday Wonday Tuesday Wednesday Thursday Vicenseday Thursday	WK RF	B01	BOT_PackerUneBalance_Operate BOS_Reset_Udsty	6983	VR 6K NS NS NS NS NS NS VR NS NS NS NS NS NS NS NS NS NS	UNASSIGNED UNASSIGNED BC8 BC8 BC8 BC8 BC8 UNASSIGNED B10 B10 B10 B10 B10	1	Unessigned 508_Labeter_Operate 808_Labeter_Operate 808_Labeter_Operate 808_Labeter_Operate 808_Labeter_Operate 808_Labeter_Operate 908_Labeter_Operate 908_Labeter_Operat	000 6588 6988 6988 6988 6988 000 7050 7050 7050 7050	RF NS	B11 CAN_SHARED	B11_Labeler_Operate General_Pockaging_Lebor B10 Running Une Mechenic	71
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15/2015 16/2015 17/2015 17/2015 18/2015 18/2015 12/2015	Vyednesday Thursday Friday Friday Bunday Monday Tuesday Wodnesday Trusday Friday Friday Geturday Sundey Monday Tuesday Vyednesday Tuesday Tuesday Tuesday Trusday Trusday Trusday Trusday Trusday Trusday	WK RF WK	B01 B08	BOS_Resert_Udity BOS_Reser_Udity COS_Nect_Makst_Day_Support	6983	VR SK NS NS NS NS VR NS VR	UNASSIGNED UNASSIGNED BC8	1	Unessigned S08_Labeler_Operate S08_Labeler_Operate S08_Labeler_Operate S08_Labeler_Operate S08_Labeler_Operate Unessigned S10_Uncaser_Line_Balance S10_Uncaser_Line_Balance S10_Uncaser_Line_Balance S10_Uncaser_Line_Balance Unessigned Unessigned	000 6988 6988 6988 6958 6958 000 7050 7050 7050 7050 7050	RF NS	B11 CAN_SHARED	B11_Labeler_Operate General_Pockaging_Lebor B10 Running Une Mechenic	70
15/2015 18/2015 17/2015 17/2015 18/2015 18/2015 12/2015	Wednesday Thursday Friday Seburday Bunday Monday Truenday Wednesday Thursday Seburday Bunday Tuenday Truenday Truenday Tuenday Tuenday Tuenday Tuenday Tuenday Seburday Tuenday Tuenday Tuenday Tuenday Tuenday Tuenday Tuenday	WK RF WK	B01 B08	BOS_Resert_Udity BOS_Reser_Udity COS_Nect_Makst_Day_Support	6983	VR 6K NS NS NS NS NS NS VR NS NS NS NS NS NS NS NS NS NS	UNASSIGNED UNASSIGNED BC8 BC8 BC8 BC8 BC8 UNASSIGNED B10 B10 B10 B10 B10	1	Unessigned 508_Labeter_Operate 808_Labeter_Operate 808_Labeter_Operate 808_Labeter_Operate 808_Labeter_Operate 808_Labeter_Operate 908_Labeter_Operate 908_Labeter_Operat	000 6588 6988 6988 6988 6988 000 7050 7050 7050 7050	RF NS	B11 CAN_SHARED	B11_Labeler_Operate General_Pockaging_Lebor B10 Running Une Mechenic	70
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15/2015 118/2015 117/2015 118/2015 118/2015 129/2016 121/2015 122/2015 122/2015 125/2015 125/2015 125/2015 125/2015 125/2015 125/2015 125/2015 125/2015 125/2015 125/2015 125/2015 125/2015 125/2015 125/2015 125/2015 125/2015	Wednesday Thursday Friday Seburday Bunday Monday Truenday Wednesday Thursday Seburday Bunday Tuenday Truenday Truenday Tuenday Tuenday Tuenday Tuenday Tuenday Seburday Tuenday Tuenday Tuenday Tuenday Tuenday Tuenday Tuenday	WK RF WK	B01 B08	BOS_Resert_Udity BOS_Reser_Udity COS_Nect_Makst_Day_Support	6983	VR SK NS NS NS NS VR NS VR	UNASSIGNED UNASSIGNED BC8	1	Unessigned S08_Labeler_Operate S08_Labeler_Operate S08_Labeler_Operate S08_Labeler_Operate S08_Labeler_Operate Unessigned S10_Uncaser_Line_Balance S10_Uncaser_Line_Balance S10_Uncaser_Line_Balance S10_Uncaser_Line_Balance Unessigned Unessigned	000 6988 6988 6988 6958 6958 000 7050 7050 7050 7050 7050	RF NS	B11 CAN_SHARED	B11_Labeler_Operate General_Pockaging_Lebor B10 Running Une Mechenic	70

0/2015 Friday 1/2015 Seturday 2/2015 Sunday 3/2015 Monday 4/2015 Tuesday	EX B		Unassigned		NS	UNASSIGNED		Vacation	000		-		1
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					NS	B10	1	B10_Unceser_Line_Balansa	7050	VMK	805	808 Running Line Mechanic	369
2015 Wednesda	av		5		NS	810	1	610_Uncaser_Line_Balance	7050	WK	804	804 Running Une Mechanic	366
2015 Thursday					NS	810	1	810 Umesser Une Belance	7050		1000	DOT NOTHING BITE INTO BITE	1
2015 Friday	+ +									-	-		-
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72015 Tuesday				Control of the Contro	N5		1	806 Running Line Mechanic	3692				
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V2015 Thursday					NS	803	1	805 Running Line Mechanic	3592				7
12015 Friday		1 - 22 - 1			NS	806	1	806 Running Une Mechanic	3692	1			
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DOLE TOWNSON	-									-	_		+
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72015 Wednesda	ay				NS	810	11	B10_Depasebzer_Operata	7015	1	_		

iority Date	Hire Sequence Number	Employee	Clock Position	Emplo group		Employee subgroup	Pay Grade Area	Pay Grade Type	Pay Grade
), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Regul		Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regul	ar FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regul		Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Temp	orary	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regul	ar FT	Teamster	Eden Brwy Hrly	Teamster	ELECMEC
	#			Regul	ar FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regul	ar FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Temp	orary	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regul	ar FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regul	ar FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Temp	orary	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Temp	orary	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regul	ar FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regul	ar FT	Teamster	Eden Brwy Hrly	Teamster	ELECMEC
	#			Temp	orary	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regul	ar FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regul	ar FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regul	ar FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Temp	orary	Teamster	Eden Brwy Hrly	Teamster	ELECMECI
	Ħ			Regul	ar FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regul	ar FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regul	ar FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Temp	orary	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regul	ar FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regul	ar FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regul	ar FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	Ħ			Regui	lar FT	Teamster	Eden Brwy Hrly	Teamster	PROD
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	#			Regu	ar FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regu	ar FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	. #			Regul	ar FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regu	lar FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Temp	orary	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Temp	orary	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regu	lar FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Temp	югагу	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regu	lar FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regu	lar FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regu	lar FT	Teamster	Eden Brwy Hrly	Teamster	PROD

Seniority Date	Hire Sequence Number	Employee	Number	sition	Employee group	Employee subgroup	Pay Grade Area	Pay Grade Type	Pay Grade
o) (6), (b) (7)(C)	#	(b) (6), (b) (7)(C)	(b)	(6), (b) (7)(C)	Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Temporary	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	5				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PWRHOU:
	Ħ				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PWRHOU E
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECI
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMEC

Seniority Date	Hire Sequence Number	Employee	Clock Position	Employee group	Employee subgroup	Pay Grade Area	Pay Grade Type	Pay Grade
(b) (6), (b) (7)(C)	#	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PWRHOUS E
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
1	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	1			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
1	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	Ħ			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
1	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	Ħ			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Temporary	Teamster	Eden Brwy Hriy	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH

Seniority Date	Hire Sequence Number	Employee	Clock Number (b) (6), (b) (7)(C)	Employee group	Employee subgroup	Pay Grade Area	Pay Grade Type	Pay Grade
(b) (6), (b) (7)(C)	#	(b) (6), (b) (7)(C)		Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	Ħ			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hriy	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrły	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#		Ĭ	Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#		Ī	Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD

Seniority Date	Hire Sequence Number	Employee	Clock	b) (6), (b) (7)(C)	Employee	Employee subgroup	Pay Grade Area	Pay Grade Type	Pay Grade
(b) (6), (b) (7)(C)	#	(b) (6), (b) (7)(C)		b) (b), (b) (1)(c)	Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	Ħ				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hriy	Teamster	PWRHOUS E
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Reg	Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular F	Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PWRHOUS E
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#	Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD			
	#			Regular F	Regular FT	T Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#	Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH			
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#		Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH		
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH

Seniority Date	Hire Sequence Number	Employee	Clock Number (b) (6) , (b) (7) (C)	Employee group	Employee subgroup	Pay Grade Area	Pay Grade Type	Pay Grade
(b) (6), (b) (7)(C)	#	(b) (6), (b) (7)(C)		Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PWRHOUS E
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PWRHOUS E
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#	Regular	Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH	
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster -	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	Ħ			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH

Seniority Date	Hire Sequence Number	Employee	Number	osition	Emplo group	yee	Employee subgroup	Pay Grade Area	Pay Grade Type	Pay Grade
(b) (6), (b) (7)(C)	#	(b) (6), (b) (7)(C)	(D)	(6), (b) (7)(C)	Regula	rFT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regula	rFT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regula	rFT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regula	rFI	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regula	r FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regula	rFT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regula	rFT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regula	r FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regula	r FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regula	ır FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regula	ır FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regula	Ir FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regula	r FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regula	r FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regula	r FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regul	r FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regul	r FT	Teamster	Eden Brwy Hrly	Teamster	PWRHOUS E
	Ħ				Regul	er FT	Teamster	Eden Brwy Hrly	Teamster	PWRHOUS E
	#				Regul	er FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regul	er FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	Ħ				Regul	er FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regul	ar FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regul	ar FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regul	ar FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regul	ar FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regul	er FT	Teamster	Eden Brwy Hrly	Teamster	PWRHOUS E
	#				Regul	ar FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regul	ar FT	Teamster	Eden Brwy Hrly	Teamster	ELECMÉCH
	#				Regul	ar FT	Teamster	Eden Brwy Hrly	Teamster	PROD

Seniority Date (b) (6), (b) (7)(C) _T	Hire Sequence Number	Employee	Number Position (b) (6), (b) (7)(C)	Employee	Employee subgroup	Pay Grade Area	Pay Grade Type	Pay Grade
(2) (3), (3) (1)(3)	Ħ	(b) (6), (b) (7)(C)	(b) (b), (b) (7)(C)	Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrfy	Teamster	PWRHOUS E
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	Ħ			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	Ħ			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PWRHOUS E
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PWRHOUS E
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	Ħ			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	Ħ			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH

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Seniority Date	Hire Sequence Number	Employee	Clock Number Position	Employee	Employee subgroup	Pay Grade Area	Pay Grade Type	Pay Grade
(b) (6), (b) (7)(0	C)		(b) (6), (b) (7)(C)	Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
				Regular F⊤	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular F⊤	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD

Hire Sequence Clock Employee Pay Grade Seniority Date **Employee** Position Employee subgroup Pay Grade Area Pay Grade Number group Type (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) b) (6), (b) (7)(C) Regular FT Teamster Eden Brwy Hrly Teamster PROD Regular FT Teamster Eden Brwy Hrly Teamster PROD # Regular FT Teamster Eden Brwy Hrly Teamster PROD Regular FT Teamster Eden Brwy Hrly Teamster PROD PROD Regular FT Teamster Eden Brwy Hrly Teamster # Teamster PROD Regular FT Teamster Eden Brwy Hrly Teamster PROD Regular FT Eden Brwy Hrly Teamster # PROD Regular FT Eden Brwy Hrly Teamster Teamster Eden Brwy Hrly # Regular FT Teamster PROD Teamster Eden Brwy Hrly PROD Regular FT Teamster Teamster # Regular FT Eden Brwy Hrly PROD Teamster Teamster-Regular FT Teamster Eden Brwy Hrly Teamster PROD # Regular FT Teamster Eden Brwy Hrly Teamster PROD Ħ Regular FT Teamster Eden Brwy Hrly Teamster PROD PROD Regular FT Teamster Eden Brwy Hrly Teamster # PROD Regular FT Teamster Eden Brwy Hrly Teamster # Regular FT Eden Brwy Hrly PROD Teamster Teamster Eden Brwy Hrly PROD Regular FT Teamster Teamster Eden Brwy Hrly PROD Regular FT Teamster Teamster # Regular FT Teamster Eden Brwy Hrly Teamster PROD PROD Regular FT Eden Brwy Hrly Teamster Teamster PROD Regular FT Teamster Eden Brwy Hrly Teamster # Eden Brwy Hrly PROD Regular FT Teamster Teamster Regular FT PROD Teamster Eden Brwy Hrly Teamster PROD Regular FT Eden Brwy Hrly Teamster Teamster (b) (6), (b) (7)(C ELECMECH Regular FT Teamster Eden Brwy Hrly Teamster Eden Brwy Hrly PROD Regular FT Teamster Teamster Regular FT Teamster Eden Brwy Hrly Teamster PROD # Regular FT Eden Brwy Hrly Teamster PROD Teamster # Regular FT Teamster Eden Brwy Hrly Teamster PROD Regular FT Teamster Eden Brwy Hrly Teamster PROD # Regular FT Teamster Eden Brwy Hrly Teamster PROD # Eden Brwy Hrly PROD Regular FT Teamster Teamster # Regular FT Eden Brwy Hrly PROD Teamster Teamster # PROD Regular FT Teamster Eden Brwy Hrly Teamster # Regular FT Eden Brwy Hrly Teamster PROD Teamster # PROD Regular FT Eden Brwy Hrly Teamster Teamster # Eden Brwy Hrly PROD Regular FT Teamster Teamster Eden Brwy Hrly Teamster PROD Regular FT Teamster **PWRHOUS** Eden Brwy Hrly Regular FT Teamster Teamster # Eden Brwy Hrly Teamster PROD Regular FT Teamster Eden Brwy Hrly Teamster PROD Regular FT Teamster

Seniority Date	Hire Sequence Number	Employee	Clock	Position	Employee	Employee subgroup	Pay Grade Area	Pay Grade	Pay Grade
(b) (6), (b) (7)(C)	#	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Temporary	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Temporary	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Temporary	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
1	#				Temporary	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
-	#			Regular FT T Regular FT T Regular FT T	Teamster	Eden Brwy Hrly	Teamster	PROD	
	#				Teamster	Eden Brwy Hrly	Teamster	ELECMECH	
	#				Teamster	Eden Brwy Hrly	Teamster	PROD	
	#				Teamster	Eden Brwy Hrly	Teamster	PROD	
	#				Teamster	Eden Brwy Hrly	Teamster	PROD	
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD	
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
1	Ħ				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	Ħ				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	Ħ				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	Ħ				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	Ħ				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Temporary	Teamster	Eden Brwy Hrly	Teamster	PROD
	#	Regular FI	Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH		
	#		Regular FT	Teamster	Eden Brwy Hrly	Teamster	PWRHOUS E		
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
4.6	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD

Seniority Date	Hire Sequence Number	Employee	Clock Number (b) (6), (b) (7)(C)	Employee group	Employee subgroup	Pay Grade Area	Pay Grade Type	Pay Grade
(b) (6), (b) (7)(C)	#	(b) (6), (b) (7)(C)	(2) (3), (2) (1)(3)	Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Regular FT-	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD .
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PWRHOUS E
	#			Temporary	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Temporary	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Temporary	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Temporary	Teamster	Eden Brwy Hrly	Teamster	PROD
	Ħ			Temporary	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Temporary	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Temporary	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Temporary	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	Ħ			Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Temporary	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#			Temporary	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Temporary	Teamster	Eden Brwy Hrly	Teamster	PROD
-	#			Temporary	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Temporary	Teamster	Eden Brwy Hrly	Teamster	PROD
-	#			Temporary	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Temporary	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Temporary	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Temporary	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Temporary	Teamster	Eden Brwy Hrly	Teamster	PROD
	#			Temporary	Teamster	Eden Brwy Hrly	Teamster	PROD

Number shiployes (D) (G), (D) (7)(C) (E) (D) (G), (D) (7)(C) (E) (D) (G), (D) (T)(C) (E) (G) (G), (D) (T)(C) (E) (G) (G), (D) (T)(C) (E) (G) (G), (D) (T)(C) (E) (G), (D) (T)(C) (E) (G) (G), (D) (T)(C) (E) (G	Seniority Date	Hire Sequence Number	Employee	Clock Number	Position	Employee group	Employee subgroup	Pay Grade Area	Pay Grade Type	Pay Grade
## Temporary Teamster	(b) (6), (b) (7)(C)	#	(b) (6), (b) (7)(C)		b) (b), (b) (1)(c)	Temporary	Teamster	Eden Brwy Hrly	Teamster	PROD
Temporary Teamster Siden Revy Hrly Teamster PROD H Temporary Teamster Siden Revy Hrly Teamster PROD H Temporary Teamster Siden Revy Hrly Teamster PROD H Regular FT Teamster Siden Revy Hrly Teamster PROD H Regular FT Teamster Siden Revy Hrly Teamster PROD H Regular FT Teamster Siden Revy Hrly Teamster PROD H Regular FT Teamster Siden Revy Hrly Teamster PROD H Regular FT Teamster Siden Revy Hrly Teamster PROD H Regular FT Teamster Siden Revy Hrly Teamster PROD H Regular FT Teamster Siden Revy Hrly Teamster PROD H Regular FT Teamster Siden Revy Hrly Teamster PROD H Regular FT Teamster Siden Revy Hrly Teamster PROD H Regular FT Teamster Siden Revy Hrly Teamster PROD H Regular FT Teamster Siden Revy Hrly Teamster PROD H Regular FT Teamster Siden Revy Hrly Teamster PROD H Regular FT Teamster Siden Revy Hrly Teamster PROD H Regular FT Teamster Siden Revy Hrly Teamster PROD H Regular FT Teamster Siden Revy Hrly Teamster PROD H Regular FT Teamster Siden Revy Hrly Teamster PROD H Regular FT Teamster Siden Revy Hrly Teamster PROD H Regular FT Teamster Siden Revy Hrly Teamster PROD H Regular FT Teamster Siden Revy Hrly Teamster PROD H Temporary Teamster Siden Revy Hrly Teamster		#				Temporary	Teamster	Eden Brwy Hrly	Teamster	PROD
Temporary Teamster Seen Revy Hrly Teamster PROD H Temporary Teamster Seen Revy Hrly Teamster ELECMECH H Temporary Teamster Seen Revy Hrly Teamster ELECMECH H Temporary Teamster Seen Revy Hrly Teamster PROD H Regular FT Teamster Seen Revy Hrly Teamster PROD H Regular FT Teamster Seen Revy Hrly Teamster PROD H Regular FT Teamster Seen Revy Hrly Teamster PROD H Regular FT Teamster Seen Revy Hrly Teamster PROD H Regular FT Teamster Seen Revy Hrly Teamster PROD H Regular FT Teamster Seen Revy Hrly Teamster PROD H Regular FT Teamster Seen Revy Hrly Teamster PROD H Regular FT Teamster Seen Revy Hrly Teamster PROD H Regular FT Teamster Seen Revy Hrly Teamster PROD H Regular FT Teamster Seen Revy Hrly Teamster PROD H Regular FT Teamster Seen Revy Hrly Teamster PROD H Regular FT Teamster Seen Revy Hrly Teamster PROD H Regular FT Teamster Seen Revy Hrly Teamster PROD H Regular FT Teamster Seen Revy Hrly Teamster PROD H Regular FT Teamster Seen Revy Hrly Teamster PROD H Regular FT Teamster Seen Revy Hrly Teamster PROD H Temporary Teamster See		#				Temporary	Teamster	Eden Brwy Hrly	Teamster	PROD
Temporary Teamster Eden Brwy Hdy Teamster PROD a Teamster Eden Brwy Hdy Teamster Eden Brwy Hdy Teamster PROD a Regular FT Teamster Eden Brwy Hdy Teamster PROD a Regular FT Teamster Eden Brwy Hdy Teamster PROD a Regular FT Teamster Eden Brwy Hdy Teamster PROD a Regular FT Teamster Eden Brwy Hdy Teamster PROD a Regular FT Teamster Eden Brwy Hdy Teamster PROD a Regular FT Teamster Eden Brwy Hdy Teamster PROD a Regular FT Teamster Eden Brwy Hdy Teamster PROD a Regular FT Teamster Eden Brwy Hdy Teamster PROD a Teamporary Teamster Eden Brwy Hdy Teamster PROD a Temporary Teamster Eden Brwy Hdy Teamster PROD a Temp		#				Temporary	Teamster	Eden Brwy Hrly	Teamster	PROD
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Seniority Date	Hire Sequence Number	Employee	Clock Number Position	Employee group	Employee subgroup	Pay Grade Area	Pay Grade Type	Pay Grade
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MillerCoors

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(b) (6), (b) (7)(C), 2015

(b) (6), (b) (7)(C)

International Brotherhood of Teamsters Local 391 3580 NC Highway #14 Reidsville NC 27320-8724

Dear (b) (6), (b) (7)(C)

Re: Step 2 Grievance Decision Grievance No. (b) (6), (b) (7)(C)
Grievant: (b) (6), (b) (7)(C)

Having met and heard the Union's arguments, the Company finds that there has been no violation of the labor agreement. As a result the requested settlement is denied.

Sincerely, (b) (6), (b) (7)(C)

> Cc: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)	

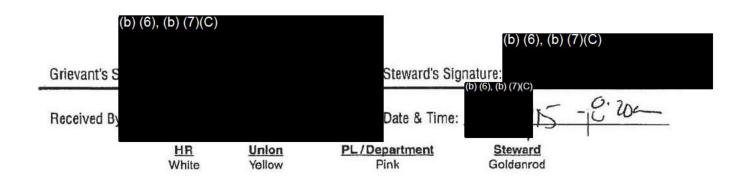
10:	MillerCoors						
	Eden, North Carolina	27288					

The following grievance is hereby appealed to Step 2 of the Grievance Procedure:

1.	Grievant:	Clock No. Crew: 15T
	Supervisor: _ (b) (6), (b) (7)(C)	Department: Packasing MainT.
	Steward:	
2.	Grievance Hearing - Step 1	
	Company Representative: (b) (6), (b) (7)(C)	
	Date of Step 1 Discussion:	
	Date of Step 1 Decision: (b) (6), (b) (7)(C) -15	
	Step 1 answer by the supervisor:	

- 3. Statement of Grievance, and claims and facts upon which based (b) (6). (b) (7)(C) has been assigned to a full time operator posistion butside of maintenance work group of the stated by management that conflicts with (b) (6), (b) (7)(C) and working relationship with team are the reasons has not been reassigned to a runing Line mechanic posistion After speaking with members of team I found these allegations completely false, as they had nothing but positive feelback for I these allegations completely false, as they had nothing but positive feelback for I these allegations completely false, as they had nothing but positive feelback for I there are the management has reassigned to a desire to concede (b) (6), (b) (7)(C) clue to their personality differences and desire to concede (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) This is a violation of article 22.1 that states the company shall not use job assignments for disciplinary purposes.
 - 4. Sections of the Contract relied upon or claimed to have been violated:
 - The specific solution or remedy desired:

Assign (0)6.0000 to a running line mechanic Posintion.









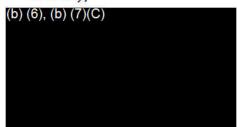
(b) (6), (b) (7)(C)

International Brotherhood of Teamsters Local 391 3580 NC Highway #14 Reidsville NC 27320-8724 Re: Step 2 Grievance Decision Grievance No. (b) (6), (b) (7)(C) Grievant: (b) (6), (b) (7)(C)

Dear (b) (6), (b) (7)(C):

Having met and heard the Union's arguments, the Company finds that there has been no violation of the labor agreement. As a result the requested settlement is denied.

Sincerely,



Cc:



To: MillerCoors Eden, North Carolina 27288

The following grievance is hereby appealed to Step 2 of the Grievance Procedure:

1.	Grievant: (b) (6), (b) (7)(C)	Clock No.	Crew:/ \$	T
	(b) (6), (b) (7)(C) Supervisor:	Department:	Packaging	Maint.
	(b) (6), (b) (7)(C)			
2.	Grievance Hearing - Step 1	18		
	(b) (6), (b) (7)(C			

Company Representative:

Date of Step 1 Discussion:

(b) (6), (b) (7)(C)

7/5

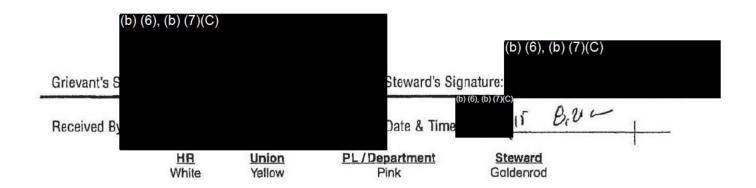
Date of Step 1 Decision:

Step 1 answer by the supervisor: Denied, not call to make

- 3. Statement of Grievance, and claims and facts upon which based:

 (b) (6), (b) (7)(c) who is a mechanic in the fackaging maintenance work group is being Forced to work Full time as an operator in the fackaging Production work group. This is a violation of article Gil in regards to work groups and seniority within the maintenance work group because there is an operator holding a posistion as a full time mechanic on another line that it capable and qualified to work. This also violates Article 1 sections that the company will work in a harmonious relationship with the Union
 - 4. Sections of the Contract relied upon or claimed to have been violated:

 Article 6 1, Article 1.3 And the First letter of agreement
 - 5. The specific solution or remedy desired: move (b) (6), (b) (7)(C) to the B1



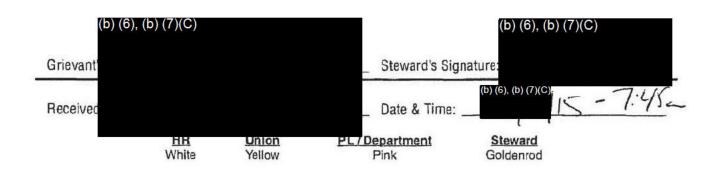
		(b)		\sim
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	Step 2 difeatifie Appear
To:	MillerCoors Eden, North Carolina 27288
-	
The	e following grievance is hereby appealed to Step 2 of the Grievance Procedure:
1.	(b) (6), (b) (7)(C) Grievant: Clock No.: Crew:
	Supervisor: (b) (6), (b) (7)(C) Department:
	Steward:
2.	Grievance Hearing - Step 1
	Company Representative: (b) (6), (b) (7)(C)
	Date of Step 1 Discussion: 2015
	Date of Step 1 Decision: Zo15
	Step 1 answer by the supervisor: to move mechanic to operator position
3.	Statement of Grievance, and claims and facts upon which has add (b) (6), (6) (7)(C) to go to
	Jaid that the more was not based on (b) (6), (b) (7)(C) for performence
	Explained that There was
(has the skills on all three lines that have operators in
	Maintance Positions BI, TAPO, BE
	(b) (6), (b) (1)(C) was B8 mechanic 5/11/15 - 5/15/15 (b) (0), (b) (1)(C) 5610 I was not
4.	Sections of the Contract relied upon or claimed to have been violated:
	Artical 22.1 The company shall not use to assignment for disciplinary posposes

5. The specific solution or remedy desired:

(b) (6), (b) (7)(C)

in open maintance position



(b) (6), (b) (7)(C)	

To:	MillerCoors					
	Eden, North Carolina	27288				

The following grievance is hereby appealed to Step 2 of the Grievance Procedure:

2. Grievance Hearing - Step 1

Company Representative:

(b) (6), (b) (7)(C)

Date of Step 1 Discussion:

Date of Step 1 Decision:

Step 1 answer by the supervisor: Lefus to meet with the union

Statement of Grievance, and claims and facts upon which based:

The company is not following contract by putting an operator in an maintance position that (b) (6), (b) (7)(c) has seniority to hold and the skill

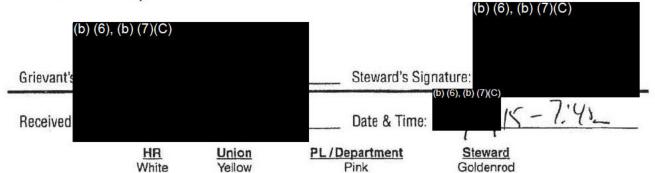
4. Sections of the Contract relied upon or claimed to have been violated:

Article 6.1 Seniority

5. The specific solution or remedy desired:

To put (b) (6), (b) (7)(C) in one of the Mechanical positions

has seriority to hold



(b) (6), (b) (7)(C)

TEAMSTER LOCAL UNION NUMBER 391 Step 2 Grievance Appeal

TO: MILLER BREWING COMPANY EDEN, NORTH CAROLINA 27288

M-180

9	Grievant: Union	Clock No Crew:	
	Supervisor:	Department:	···
	Steward:		
	GRIEVANCE HEARING – STEP 1		
	Company Representative: Date of Step 1 Discussion: Date of Step 1 Decision: Step 1 answer by the supervisor:		
	STATEMENT OF GRIEVANCE, AND CI	LAIMS AND FACTS UPON WHICH BA	SED:
	SECTIONS OF THE CONTRACT RELIE (b) (6), (b) (7)(C) THE SPECIFIC SOLUTION OR REMED		EN VIOLATED:
*2	Cease from undermining		kaging operators
1	and Ont . b 1 1 - + - + 11	Λ.Γ.	
	maintain the packacing ma	int workgroup and patick	eding observant
rie	the CBA where mechi. have maintain to (b) (6), (b) (7)(C) so vant's Signature:	of wart still give roles	and vice versa
	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(0	0 - 1.00
ec	eived By:	Date & Time:	15 1:46
330	IRD - White Union - Yellow	Supervisor/Department - Pink	Steward - Goldenrod

In the matter regarding the permanent assignment of mechanic's into operator roles and vice versa, it is the Union's opinion that while the Company has the right of assignment (per the Management's Rights Article in the CBA, and the Arbitration decision from FMCS 07-03865), it does not have the right to undermine the packaging operator or packaging maintaince work groups.

On 3/24/15 when questioned in a Town hall meeting about their intentions for the future of the packaging mechanical and operator work groups in Eden, an agent of the company stated that" We will never hire another mechanic" at the Eden brewery.

The decision by the company too permanently assign mechanics to operator roles, and vice versa, and by having exclusive decision making rights as to whom gets trained on which Job/skills, undermines BOTH groups ability to retain their core skills and to gain new skills in their perspective work groups which affects the employees opportunities for overtime, future consideration for special teams, (PEST and BEST), or jobs, (planners) and therefore degrades the seniority of both work groups. The widespread disparity of skills across the packaging department in both work groups only lends credence to the Unions position.

The Union does not believe that such elimination of the packaging maintenance work group was the intent of Arbitrator Bendixsen's decision, but rather to affirm the Companies right to assign work and to the fungibility of both groups.

Sent: Wednesday, September 17, 2014 4:24 PM To: (b) (6). (b) (7)(C)

candidate

You were identified as a potential for our (b) (6), (b) (7)(C) open position.

The interview process will have two phases.

Phase 1 Demonstrative. You will be asked to demonstrate some electrical competencies. We estimate this could take up to 4 hours.

Phase 2 Critical Success Factors, Interpersonal, Communication and Contribution. You will be asked several competency questions around MillerCoors Critical Success Factors where you can speak to specific situations, personal actions and results. You will also be able to relay work contributions you have made as compared to a team. You will only proceed onto Phase 2 if you successfully worked through the demonstrative process.

A steward will be present during the interview process.

Would you please confirm that you are still interested in going through this interview process so arrangements can be made with your home team to free you up. I would like to schedule interviews as early as next week. Please let me know your intentions no later than Monday, September 22. Thank you.

(b) (6), (b) (7)(C)

863 East Meadow Drive Eden, North Carolina 27288
(b) (6), (b) (7)(C) MillerCoors.com (b) (6), (b) (7)(C) Cell

Letter Number 18

March 14, 2012

Mr. Vernon Gammon, Secretary –Treasurer International Brotherhood of Teamsters Local 391 3580 NC Highway #14 Reidsville, NC 27320

Dear Vernon:

This will reconfirm the agreement of the parties in the 2011 negotiations concerning PEST/BEST.

Members of the PEST/BEST teams will be selected by the Company from a list of volunteers provided they are capable and qualified to perform the work in question. Where qualifications are equal, seniority shall prevail. When there are insufficient volunteers or insufficient skills the Company may select the junior employee deemed capable and qualified and assign them to PEST/BEST. Employees working in the PEST/BEST positions will be assigned to first shift regardless of seniority. When a PEST/BEST vacancy occurs, and the Company determined that the position will be filled, management will select replacements as described above.

Nothing contained in this agreement will limit the Company's right to assign and direct the workforce.

Sincerely,

Douglas J. Heckler

Corporate Labor Relations Manager



DeVita, Leia

From:

(b) (6), (b) (7)(C)

Sent:

Wednesday, June 11, 2014 12:19 PM

To:

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

Cc:

Subject:

(b) (6), (b) (7)(C) (b) (6), (b) (c)

Attachments:

(b) (6), (b) (7)(C) (b) (6), (b) (c).

(b) (6), (b) (7)(C) notes from our meeting yesterday.

1

I explained to that I had a couple of snap shots, one of which I discuss during the interview process with an incident where C9 pasteurizer was down hard and needed a piece welded. I had spoken to to to weld the piece and to to had agreed. I approached to the Can Seam inspection area in the can office and explained the situation to (b) (6), (b) (7)(C) told me that needed to finish the seam set and then take that the lunch. I discussed the situation with the seam set and then take that the can set and that the decided to use (b) (6), (b) (7)(C) said that the said that the needed finish seam set and then the would do the weld. Then (6), (b) (7)(C) said that we would agree to disagree on this.

The next snap shot was when we wish the slip sheet fingers on the Depal. The Depal was on the Can lines and had an issue with the slip sheet fingers on the Depal. The Depal work on the problem. I walked back to the Depal and got involved with the issue and had (b) (6), (b) (7)(C) trouble shooting the problem. It is intended that the supply guys coach and teach when they get called to and issue on a machine. I reminded that I had to call we downstairs when (b) (6), (b) (7)(C), myself and we will be operator than trying to get the Depal up and running.

was told before left the initial meeting that has a year to work on some of the concerns noted (Maximo, Problem solving and relationships) to work on and then could put name back in after a year has passed if we have an opening.

January 30, 2015

Mr. Vernon Gammon, Secretary-Treasurer International Brotherhood of Teamsters Local 391 3580 NC Highway #14 Reidsville, NC 27320

Dear Vernon

This is to confirm the agreement of the parties regarding Asset Care Planner work.

Asset Care Planner work will be transitioned from salaried to bargaining unit employees. It is anticipated that the transition will be completed before the end of 2013. When filling the initial bargaining unit job openings, and future vacancies, the Company will select the senior employee from among those employees applying for the job who possess the demonstrated skills and qualifications for the requirements of the job. Performance in the job will be reviewed semi-annually, and in the event of unsatisfactory performance, the Company may de-select the employee. The employee may also self de-select at this time. In the event either the Company or employee de-selects during the employee's first year as an Asset Care Planner, the employee and the employee's original replacement would both return to their previous work group. If the employee has been in the role greater than one year, the employee would transition to the work group and shift per the contract language dealing with work group realignment. Because this is a transition process, it is understood that the performance of this work by salaried employees during the transition process shall not be considered a violation of Article 20. For purposes of overtime administration Asset Care Planners will be assigned to the Maintenance Department for purposes of overtime, either Electrical or Mechanical, as deemed appropriate. Asset Care Planners may be assigned to first shift regardless of seniority. Asset Care Planners will select vacation in their designated business units, as further described in section 11.2(1) of the labor contract.

The parties agree to continue the current practice of assisting other Asset Care Planners in covering work due to the absence of a Planner.

Sincerely.

Douglas J. Heckler

Corporate Labor Relations Manager

Duylos J Julk

To:

National Labor Relations Board

Region 11

4035 University Parkway, Suite 200

P. O. Box 11467

Winston-Salem, NC 27116-1467

Phone: 336/631-5201 336/631-5210 Fax:

REQUEST FOR DEFERRAL TO THE GRIEVANCE-ARBITRATION PROCEDURE

The Charged Party hereby notifies the National Labor Relations Board Regional Office that it is now, and for a reasonable period of time will be, willing to arbitrate the dispute(s) underlying the charge(s) in the following-named case(s), notwithstanding any contractual time limitations on the processing of the grievance(s) to arbitration.

A copy of the completed form should be transmitted to the Regional Office by fax and the form bearing the original signature should be transmitted via regular mail.

NOTICE OF CORRECTIVE ACTION

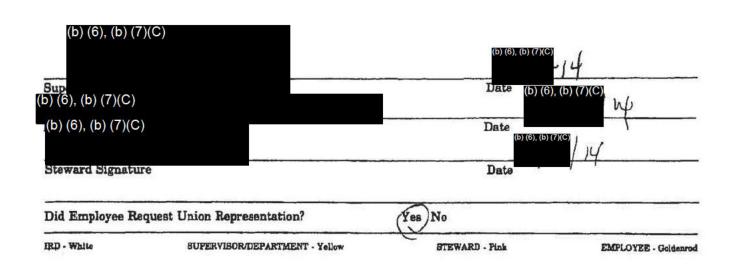
Employee (b) (6), (b) (7)(C)	Clock (O)(E)(O)(C)(C)		
Issue Date	Work Group PKG	Crew/Shift 1	
ACTION BEING TAKEN Verbal	REASON Plant Rule Violation		
Verbal	□ Absenteeism	□ 3 Day Absence A.W.O.L.	
□ Written	□ Tardy; L.W.E.	□ Weekend Absence	
□ Suspension	□ Not Reporting Off		
☐ Termination	□ Other		

STATEMENT OF CORRECTIVE ACTION

You are receiving a Verbal Warning for having a Late Call In on plant rule #22 and #23. Please be advised that additional Late Call In occurrences will result in further corrective action up to and including termination.

You are being given, by means of this action, an opportunity to correct this problem so that in the future you will fully meet the responsibilities of your job. Should you fail to do so, you will subject yourself to further Disciplinary Action up to and including discharge.

PRIOR, RELATED ACTIONS



NOTICE	OF	CORRECTIVE	ACTION
TACTECE	OA.	COTPUTORITATION	TOTAL

Employee	(b) (6), (b) (7)(C)		Clock (b) (b) (b) (c)
Issue Date	(b) (6). (b) (7)(C) 1. 4	Work GroupPKG	Crew/Shift 1
ACTION BE	ING TAKEN Written	REAS	ON Plant Rule Violation
□ Verbal		☐ Absenteeism	□ 3 Day Absence - A.W.O.L.
Written		□ Tardy; L.W.E.	□ Weekend Absence
Suspension	n.	□ Not Reporting Off	
□ Terminatio	on	□ Other	

STATEMENT OF CORRECTIVE ACTION

You are receiving a Written Warning for having a Late Call In on 14 which is a violation of plant rule #22 and #23. Please be advised that additional Late Call In occurrences will result in further corrective action up to and including termination.

You are being given, by means of this action, an opportunity to correct this problem so that in the future you will fully meet the responsibilities of your job. Should you fail to do so, you will subject yourself to further Disciplinary Action up to and including discharge.

PRIOR, RELATED ACTIONS

(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)			
	By Hor I	scipline 1350 pate (b) (6), (b) (7)(C)/		
	11-40011	Date (b)(G),(b)	(0)(0)		
	فها ويته مياه في القول والمحمود والمحمود والمناطق في المحمود والمحمود والمحمود والمحمود والمحمود والمحمود والم	Date	1:7		
Did Employee Requ	est Union Representation?	Kes No			
ron White	SHPERVISOR/DEPARTMENT . Vallow	STEWARD - Pink	EMPLOYEE - Goldenmd		

NOTICE OF CORRECTIVE ACTION

	NU	TICE OF CORREC			
Employee (b)) (6), (b) (7)(C)		Clo	(b) (6), (b) (7)(C)	
Issue Date). (b) (7/C)	Work GroupPKG	Cre	w/Shift	1
ACTION BEING	TAKEN Suspension		REASON Plant R	ule Violat	ion
□ Verbal		☐ Absenteeism		∃ 3 Day Al	bsence - A.W.O.L.
□ Written		□ Tardy; L.W.E.	C	□ Weekend	Absence
Suspension		□ Not Reporting C	Off		
☐ Termination		□ Other			
	STA	TEMENT OF CORRE	CTIVE ACTION	ive Visit dess	
rule #22 and corrective ac	iving a Suspension for #23. Please be advise tion up to and including the second secon	d that additional La ng termination.	In on 12 14 which te Call In occurrence	is a violat ces will res	tion of plant sult in further
You are being give meet the responsil up to and includin	en, by means of this acti bilities of your job. Shoung discharge.	on, an opportunity to ald you fail to do so, y	correct this problem s ou will subject yourse	o that in th elf to furth	e future you will fully er Disciplinary Action
A CONTRACTOR OF THE CONTRACTOR		PRIOR, RELATED	ACTIONS		
(b) (6), (b) (7)(C)	Prote	And Prince	Wisholini	14 (b) (6), (b) (7)(C) (6), (b) (7)(C)/	114
Did Employee Rec	quest Union Representa	tion? (Yes No		
IRD - White	SUPERVISOR/DEPAR	TMENT - Yellow	STEWARD - Pink		EMPLOYEE - Goldenrod

12.

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)

Sent: Thursday, March 05, 2015 7:45 AM

To: (b) (6), (b) (7)(C)

Subject: Letter Form (b) (6), (b) (7)(C) Concerning Call Abillity In Reference To The MillerCoors

Abscentee Program

Attachments: Letter From (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Attached you will find the document the company has requested concerning the late call in situation I was involved in earlier this year. Please review the document and let me know if there is any further information I need to provide.





March 11, 2015

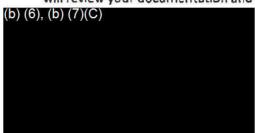
(b) (6), (b) (7)(C)



After review of your medical documentation that you submitted on March 5, 2015, your request to reverse your suspension has been denied for the following reasons:

- We expect you to call in or have someone call in for you on time when you are not able to report to work.
- The note that you submitted from the nurse describes your medical condition in generic terms. It does not specifically state why you did not call in on time on those specific days.

If you are able to submit documentation that proves that you were medically incapacitated, we will review your documentation and provide a decision.



(b) (6), (b) (7)(C)

From:

Sent:

Subject:

Wednesday, March 11, 2015 2:48 PM

To:

Pteamsterslocal391.org (b) (7)(C)(b) (6),

RE: Letter Form(b) (6), (b) (7)(C) Concerning Call Abillity In Reference To The MillerCoors

Abscentee Program

It is very disappointing though not unexpected that MillerCoors would take this position. There was a time when employers looked at individual circumstances and made reasonable exceptions. As I recall the current contract even states that for absenteeism that would occur. I will wait on a reply from my Union Leadership as to what steps to take next, attempt to provide further documentation (Not really sure what MillerCoors would expect, there was a hospitalization, then multiple occurrences three of which happened after 5:42 AM. A letter from the (b) (6), (b) (7)(C) that states that (b) (6), (b) (7)(C) are neither controllable nor predictable that would suggest that this condition may or may not allow 1 hour time frame for notification, all but three times since May 2009 I have complied with the policy), conclude the grievance process etc. Medically speaking there is a process in which you seek medical assistance. When an individual has the conditions that I am unfortunately subject to one begins to experience (Inc.)

whatever you want to call it, you(b) (6), (b) (7)(C)

(b) (6), (b) (b) (6), (b) (7)(C)

As I indicated from the very beginning of this conversation I was (b) (6), (b) (7)(C)

to relieve

the symptoms. Another fact is that when one takes (b) (6), (b) (7)(C)

So with all this the MillerCoors safety first again does not apply as (b) (6), (b) (7)(C) MillerCoors is clear in its attendance policy that a 1 hour call off for a condition that occurs after the 1 hour allotment of time but you have time to make it to work to punch in and then call the absentee recorded line and report that you are leaving in 1 hour to comply as I did after the suspension to prevent termination, again not putting my safety nor my fellow co-workers safety, nor the general public's safety first. I respect MillerCoors decision but disagree with it as the addresses this very situation when conditions do not allow advanced notifications. Again to (b) (6), (b) (7)(C) reiterate I will wait on my Union Leadership to follow the process of the grievance procedure be it 3rd step or arbitration. Thank you for your time, respectfully submitted,

From: (b) (6), (b) (7)(C)

@teamsterslocal391.org

Subject: RE: Letter Form (b) (6). (b) (7)(C)Concerning Call Abillity In Reference To The MillerCoors Abscentee Program

Please find attached a response to your request.

If you have questions, please do not hesitate to contact me.

Thanks,

(b) (6), (b) (7)(C)

den, North Carolina

Dmillercoors.com =

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)

Sent: Thursday, March 05, 2015 7:45 AM

To: @teamsterslocal391.org; (b) (6), (b) (7)(C)

Subject: Letter Form (b) (6), (b) (7)(C) Concerning Call Abillity In Reference To The MillerCoors Abscentee Program

(b) (6), (b) (7)(C)

Attached you will find the document the company has requested concerning the late call in situation I was involved in earlier this year. Please review the document and let me know if there is any further information I need to provide.

(b) (6), (b) (7)(C)

From:

(b) (6), (b) (7)(C)

Sent:

Wednesday, April 15, 2015 8:28 AM

To: Cc: (b) (6), (b) (7)(C)

b) (6) (b) (7)(C)

@teamsterslocal391.org;

) (6), (b) (7)(C)

Subject:

FW: Request For A LOA With Very Little Notice

(b) (6), (b) (7)(C)

I have spoken with and as disappointed as is we agree taking a point for this could be more detrimental in the future. It surely is ashamed that company policy as copied and pasted out of the attendance policy paragraph 2 indicates the company understands of rare occasions of needed time off. I can think of no rarer occasion than one occasion than occasion that occasion than occasion than occasion than occasion than occasion that occasion than occasion that occasion than occasion that occasion than occasion than occasion that occasion than occasion that occasion that occasion than occasion that occasion that occasion that occasion the occasion than occasion that occasion that occasion the occasion that occasion the occasion that occas

(b) (6), (b) (7)(C)

But the company has chosen to

not allow a simple 2 hours of excused time of f(b) (6), (b) (7)(C)

An event such

as this is what makes employees feel how we are appreciated. We are World Class And Destined to be The Brewery Of Choice no matter the family/work relationship the MillerCoors implies it so desires to balance.



Eden Brewery Attendance Control Program

(Effective 11/24/2013)

Company policy, the applicable collective bargaining agreement, and this attendance program allow employees reasonable time off from their work schedule for a variety of situations. It is the expectation of the Company that employees will be at work on all days they are scheduled to work (including overtime). It is understood that on rare occasions issues arise which prevent an employee from coming to work, or arriving to work on time.

From: (b) (6), (b) (7)(C)

Sent: Tuesday, April 14, 2015 2:20 PM

To: (b) (6), (b) (7)(C)

Cc: (b) (6), (b) (7)(C)

Subject: RE: Request For A LOA With Very Little Notice

I do not have a PSP day available due to health issues at the beginning of this year. Taking the Educational part out of this, the Compassionate thing to do would be work with the labor group as the attendance policy indicates the company will. However I do not see where the NC Educational 4 does not apply. (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

I would ask the company to reconsider this position.

Thank You,

From: (b) (6), (b) (7)(C)

Sent: Tuesday, April 14, 2015 12:59 PM

то: (b) (6), (b) (7)(С)

cc: (b) (6), (b) (7)(C)

Subject: RE: Request For A LOA With Very Little Notice



(b) (6), (b) (7)(C) and understand your request. Unfortuntely the NC educational 4 hours per year is not applicable in this situation. You can use a PSP day, if you have any remaining.

Thanks,

(b) (6), (b) (7)(C)

Bos E. Meadow Rd Eden, North Carolina 27288-3535
(b) (6), (b) (7)(C)

Erom: (b) (6), (b) (7)(C)

Sent: Tuesday, April 14, 2015 9:08 AM

To: (b) (6), (b) (7)(C)

Cc: (b) (6), (b) (7)(C)

Subject: Request For A LOA With Very Little Notice

I have a request to make. Friday Afternoon (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

2015 at 10:30 AM at (b) (6), (b) (7)(C)

If you would like to verify this the number is (b) (6), (b) (7)(C)

Would leave at 9:45 AM and return immediately after (b) (6), (b) (7)(C)

Would leave at 9:45 AM and return immediately after (b) (6), (b) (7)(C)

Ilkely between 11:30 and 12:00 PM. I spoke with my PL/BUM this morning of the circumstances and unforeseen

Thank You.

(b) (6) (7)(C)

(b) (6), (b) (7)(C)

From:

Sent:

(b) (6), (b) (7)(C)
Thursday, (b) (6), (b) (7)(C) 2015 9:40 AM
(b) (6), (b) (7)(C)

To:

Subject:

Attachments:

Planner - (0)(6),(0)(7)(2015.xlsx Planner - (b) (6) (b) (7) 2015.xlsx

Attached is the list of employees that want to be considered for the planner position.

1

Name:	Oscipline -	Seniority
(b) (6), (b) (7)(C)	No	(b) (6), (b) (7)(0
0 00 10 00 00 00 00 00 00 00 00 00 00 00	Yes	
	Yes	
	No	



863 E. MEADOW ROAD EDEN, 14C 27288 334.627.2100 www.MillerCoors.com

(b) (6), (b) (7)(C) 2014

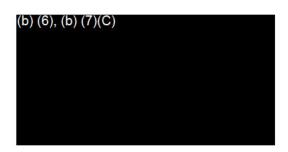
(b) (6), (b) (7)(C)

International Brotherhood of Teamsters Local 391 3580 NC Highway #14 Reidsville NC 27320-8724 Re: Step 2 Grievance Decision Grievance No. (b) (6), (b) (7)(C)

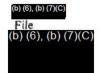
Grievant: (b) (6), (b) (7)(C)

Dear (b) (6), (b) (7)(C)

Having met and heard the Union's arguments on (b) (6), (b) (7)(C) 2014 the Company finds that there is no violation of the CBA. As a result the requested settlement is denied.



Cc:





TEAMSTER LOCAL UNION NUMBER 391 Step 2 Grievance Appeal

	den, North Carolina 27288
The f	llowing grievance is hereby appealed to Step 2 of the Grievance Procedure:
1.	(b) (6), (b) (7)(C) Grievant: (b) (6), (b) (7)(C) Clock No. Crew: 154
	Supervisor: Department: SBU MaiNt.
	steward: _
2.	Grievance Hearing - Step 1
	Company Representative: (b) (6), (b) (7)(C)
	Pate of Step 1 Discussion:
	Date of Step 1 Decision:
	Step 1 answer by the supervisor: 155ue discapling as Stated
-	Issued Disimpline on 14 and 14 The 120min Later Issued Disimpline again for 14 the Disimpline 14 later Issued Disimpline again for 14 later Issued Disimpline again for 14 later Issued Disimpline 14 later Issued Disimpline 14 later Issued Disimpline 15 should not issued Disimpline 15 lain on the same Days and made disimpline if you call suspention Should Not Charge disimpline if you call Late with (b) (6), (b) (7)(C) issue flares up.
4.	Plant Rule 22+23 (Late Zall)
5.	The specific solution or remedy desired: 3 day's pay @ Straight Time rate for Days Superded 20st of Company meal Miss Gd Due to Superation 20st of Company meal Miss Gd Due to Superation 20st of Company meal Miss Gd Due to Superation 20st of Company meal Miss Gd Due to Seed and 20st of Company Meal Miss Gd Due to Colors 20st of Company Meal Miss Gd Due to Colors 20st of Co
Griev	nt's Signatu
Rece	ved By: Date & Time:
	HR Union PL/Department Steward White Yellow Pink Goldenrod

863 E. MEADOW ROAD EDEN, NC 27288 336.627.2100 www.MillerCoors.com

Re: Step 2 Grievance Decision Grievance No. (b) (6), (b) (7)(C) Grievant: (b) (6), (b) (7)(C)

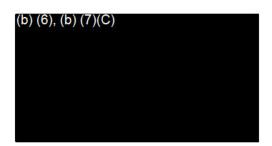


(b) (6), (b) (7)(c), 2015

(b) (6), (b) (7)(C)
International Brotherhood of Teamsters
Local 391
3580 NC Highway #14
Reidsville NC 27320-8724

Dear (b) (6), (b) (7)(C)

Having met and heard the Union's arguments on 2015 the Company finds that there is no violation of the CBA. As a result the requested settlement is denied.



Cc: (b) (6), (b) (7)(C)
File
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)	

TEAMSTER LOCAL UNION NUMBER 391 Step 2 Grievance Appeal

-	1 4111 0
10.	MILLER COOKS
10.	MillerCoors

Eden, North Carolina 27288

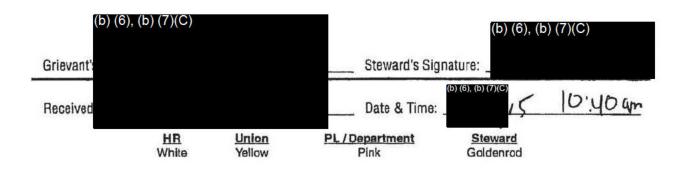
The following grievance is hereby appealed to Step 2 of the Grievance Procedure:

1.	Grievant:(b) (6), (b) (7)(C)	Clock No. Crew: IST
	Supervisor: (b) (6), (b) (7)(C)	Department: Pkg, Elec.
	Steward: (b) (6), (b) (7)(C)	

2. Grievance Hearing - Step 1

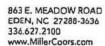
Step 1 answer by the supervisor: Denied grievance because Leave was not retailed to the educational process.

- 3. Statement of Grievance, and claims and facts upon which based: (b) (6), (b) (7)(c) made a request to Leave work to attend child's school (b) (6), (b) (7)(c) under the North Carolina general statute 95-28.3. This statute requires an employer to the North Carolina general statute 95-28.3. This statute requires an employer to the North Carolina general statute 95-28.3. This statute requires an employer to the North Carolina general statute 95-28.3. This statute requires an employer to the North Carolina general statute 95-28.3. This statute requires an employer to the North Carolina general statute of the School. This denial is unfounded due to the Fact that the statute does not state that the leave has to be for educational processes, or any other matter. It does state that the employee may attend or otherwise be involved at that Child's School attend being the key word.
 - 4. Sections of the Contract relied upon or claimed to have been violated: North Carolina general statute 95-28.3
 - 5. The specific solution or remedy desired: No employee who requests a leave under this general Statute will be denied their request.



TO:	BUSINESS AGENT TEAMSTERS LOCAL UNION NO. 391
(b) (6), (b) (
DATE: _	(b) (c) (b) (7)(c)
GRIEVANCE N	(b) (6), (b) (7)(C)
	☐ I AGREE WITH THE COMPANY'S STEP 2 DECISION.
	I AM DISSATISFIED WITH THE COMPANY'S STEP 2 DECISION AND HEREBY REQUEST THE ABOVE SHOWN GRIEVANCE BE REFERRED TO STEP 3 OF THE GRIEVANCE/ARBITRATION PROCEDURE.
	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
STEWARD:	
LABOR RELATI	ONS REPRESENTATIVE INVOLVE
NOTE:	IT IS THE STEWARD'S RESPONSIBILITY TO NOTIFY THE UNION OFFICE OF THIS RESPONSE.
RECEIVED BY	THE LOCAL UNION — EDEN OFFICE ON

White - Company Canary - Union



Re: Step 2 Grievance Decision Grievance No. (b) (6), (b) (7)(C)

Grievant: Class Action



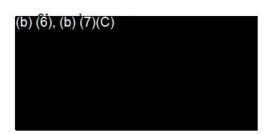
(b) (6), (b) (7)(c) 2015

(b) (6), (b) (7)(C)

International Brotherhood of Teamsters Local 391 3580 NC Highway #14 Reidsville NC 27320-8724

Dear (b) (6), (b) (7)(C)

Having met and heard the Union's arguments on 2015 the Company finds that there is no violation of the CBA. As a result the requested settlement is denied.



Ce: File (b) (6), (b) (7)(C)

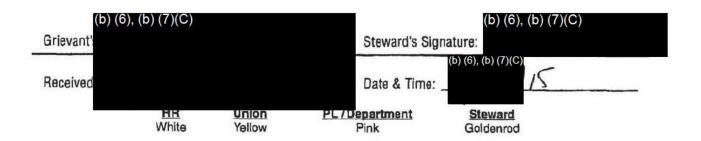


TEAMSTER LOCAL UNION NUMBER 391 Step 2 Grievance Appeal

	Step 2 Grievance Appeal
To:	MillerCoors Eden, North Carolina 27288
The	following grievance is hereby appealed to Step 2 of the Grievance Procedure:
1.	Grievant: Class Action Clock NoCrew;
	Supervisor: (b) (6), (b) (7)(C) Department: Packaging
	Steward:(b) (6), (b) (7)(C)
2.	Grievance Hearing - Step 1
	Company Representative: (b) (6), (b) (7)(C)
	Date of Step 1 Discussion: 2015
	Date of Step 1 Decision:
	Step 1 answer by the supervisor: Employees in question were not on the List of Candidates received from HR.
3.	Statement of Grievance, and claims and facts upon which based: Not all employees who responded to the solicitation email on 3-13-1
	For the most recent Asset Care Planner Position to
	request an interview were offered an interview.
	stated that the employees in enestion ((b)(6), (b)(7)(c)
	b) (6), (b) (7)(C) were not on the list of
	Cundidates to interview that received From HR.

- 4. Sections of the Contract relied upon or claimed to have been violated:

 First letter of Agreement
- 5. The specific solution or remedy desired:
 The company will intervew all employees who submitted
 an interest in this and any Future job postings.



RE: MillerCoors, Case 10-CA-157476

DeVita, Leia < Leia. DeVita@millercoors.com>

Tue 9/22/2015 6:13 PM

To:Dunn, Jenny <Jenny.Dunn@nlrb.gov>;

cc:Heckler, Doug < Douglas.Heckler@millercoors.com>;

Hi Ms. Dunn -

Please find the answers to additional questions below. Thank you.

1. Did (b) (6), (b) (7)(C) advise that the Employer would no longer consider resolving the movement of mechanics issue because of the grievances and ulp?

At no time did (b) (6), (b) (7)(C) inform the respective (b) (6), (b) (7)(C) that or the Company would no longer address ongoing nor(b) (6), (b) (7)(C) concerns around this matter. Please refer to the position letter filed by the Company in this matter. It explains that the Union (b) (6), (b) (7)(c) initially agreed with (b) (6), (b) (7)(c) plan to assign 5 mechanics to operator positions. (b)(6),(b)(7)(c) understood this to mean that the Union would not look upon this as a contract violation. But (b) (6), (b) (7)(C) changed their position several times, ultimately saying that the Company could only assign the mechanics to mechanic positions. The Union's position in the NRLB case, and the grievances filed by the Union, confirmed the Union's later position, which was that the contract does not permit the Company to do this. When it was clear there was a disagreement about this important contract language, and the scope of the prior arbitration decision, (b)(6),(b)(7)(c) told the Union that further discussions would need to involve HR. This is consistent with the practice at the brewery for many years: managers deal with (b) (6), (b) (7)(c) on day-to-day operational issues, but when a contract violation is alleged, such as in a grievance, HR is brought in to the discussion. At no time did (5)(6),(6)(7)(6) or the Company refuse to have additional discussions of the issue.

2. Can you also confirm whether the parties have bargained over or met on the issue since that time, as it is anticipated that the Union will allege a refusal to bargain because of the ulp charge and/or grievances?

As of the last conversation (b) (6), (b) (7)(c) had with the shift stewards regarding the need to involve the Human Resources Department in any future discussions, the (b) (6), (b) (7)(c) have not approached (b) (6), (b) (7)(c) about any ongoing concerns.

After the labor charge was filed, (b) (6), (b) (7)(C) met with (b) (6), (b) (7)(C) regarding the movements of mechanics to operator positions and the previous discussions had with the (b) (6), (b) (7)(C). No additional conversations have taken place on this subject.

(b) (6), (b) (7)(C)

at position on the issue at hand and mentioned the case was currently under review by the NLRB.

From: Dunn, Jenny [mailto:Jenny.Dunn@nlrb.gov]
Sent: Monday, September 21, 2015 12:37 PM

To: DeVita, Leia

Subject: Fwd: MillerCoors, Case 10-CA-157476

Ms. DeVita

Can you also confirm whether the parties have bargained over or met on the issue since that time, as it is anticipated that the Union will allege a refusal to bargain because of the ulp charge and/or grievances?

Thank you, Jenny

Sent from my Verizon Wireless 4G LTE smartphone

----- Original message -----

From: "Dunn, Jenny" <Jenny.Dunn@nlrb.gov> Date: 09/21/2015 10:20 AM (GMT-05:00)

To: "DeVita, Leia" <Leia.DeVita@millercoors.com>, "Heckler, Doug"

<Douglas.Heckler@millercoors.com>

Subject: RE: MillerCoors, Case 10-CA-157476

Thank you, Ms. DeVita. One additional question. .it was not clear from your position statement:

Did (b) (6), (b) (7)(C) advise that the Employer would no longer consider resolving the movement of mechanics issue because of the grievances and ulp?

Please advise by no later than close of business tomorrow, September 22, 2015.

Sincerely,

Jenny Dunn

Sent from my Verizon Wireless 4G LTE smartphone

----- Original message -----

From: "DeVita, Leia" <Leia.DeVita@millercoors.com>

Date: 09/18/2015 11:26 AM (GMT-05:00)

To: "Heckler, Doug" <Douglas.Heckler@millercoors.com>, "Dunn, Jenny" <Jenny.Dunn@nlrb.gov>

Subject: RE: MillerCoors, Case 10-CA-157476

Hi Ms. Dunn -

The Company has no documentation for requests 2 and 3.

Thank you,

Leia

From: Heckler, Doug

Sent: Thursday, September 17, 2015 4:02 PM

To: Dunn, Jenny; DeVita, Leia

Subject: RE: MillerCoors, Case 10-CA-157476

Hello Ms. Dunn: Attached is a commerce questionnaire. Leia is traveling on business today so I am sending it to you. Thanks.

From: Dunn, Jenny [mailto:Jenny.Dunn@nlrb.gov] Sent: Thursday, September 17, 2015 2:38 PM

To: DeVita, Leia; Heckler, Doug

Subject: RE: MillerCoors, Case 10-CA-157476

Thank you for the clarification, Ms. DeVita. It would appear, then, that we have not received the following:

- 1. The completed commerce questionnaire.
- 2. Any documents reflecting or referring to meetings with the Union or employees concerning the issue of mechanics working in operator positions, including but not limited to any notes taken by the Employer during or following any meetings, and memos or emails reflecting the discussion of such meetings, for the time period April 1, 2015, to the present.
- 3. Any documents, rough draft or otherwise, outlining any agreed-upon plans or proposed plans for a process to return mechanics to their former positions.

The completed commerce questionnaire is a requirement. I have attached it again above for your convenience.

Please provide documentation in response to items 2 and 3 by no later than tomorrow, September 18, 2015. If there are no documents responsive to items 2 and 3, please advise. If we do not receive the requested information the Region will consider taking additional action that may include issuing a subpoena for these items or making a decision without this information.

I thank you for your cooperation in this matter.

Sincerely, Jenny Dunn

From: DeVita, Leia [mailto:Leia.DeVita@millercoors.com]

Sent: Thursday, September 17, 2015 3:30 PM

To: Dunn, Jenny; Heckler, Doug

Subject: RE: MillerCoors, Case 10-CA-157476

Hi Jenny -

The attached document relates to charge 10-CA-157476 and:

4. Documents that would list or refer to the job positions in which mechanics (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) worked for the time period [%20%20]

January 1, 2015, to the present.

Thanks,

Leia

Sent via the Samsung GALAXY S® 5, an AT&T 4G LTE smartphone

----- Original message -----From: "Dunn, Jenny" < Jenny. Dunn@nlrb.gov>

Date:09/17/2015 11:34 AM (GMT-08:00)

To: "DeVita, Leia" < Leia. DeVita@millercoors.com >, "Heckler, Doug"

<Douglas.Heckler@millercoors.com>

Subject: RE: MillerCoors, Case 10-CA-157476

Hi Leia,

It appears that the documentation attached pertains to the prior charge in 10-CA-150641. Is there separate documentation your client wishes to provide for 10-CA-157476?

Thank you, Jenny

From: DeVita, Leia [mailto:Leia.DeVita@millercoors.com]

Sent: Thursday, September 17, 2015 1:59 PM

To: Dunn, Jenny; Heckler, Doug

Subject: RE: MillerCoors, Case 10-CA-157476

Hi Jenny -

Attached please find MillerCoors' written position in case 10-CA-157476 along with the requested documentation.

Thank you,

Leia

From: Dunn, Jenny [mailto:Jenny.Dunn@nlrb.gov]
Sent: Tuesday, September 15, 2015 7:18 AM

To: DeVita, Leia

Subject: RE: MillerCoors, Case 10-CA-157476

Hi Leia,

Certainly; however, we will be unable to extend any further than that date.

Thank you, Jenny

From: DeVita, Leia [mailto:Leia.DeVita@millercoors.com]

Sent: Monday, September 14, 2015 4:15 PM

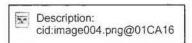
To: Dunn, Jenny

Subject: MillerCoors, Case 10-CA-157476

Hi Jenny -

Would it be possible to extend the deadline for response to the above charge to Thursday, September 17th? Doug Heckler (the other attorney listed on the appearance form) is going to the Eden Brewery tomorrow to work with the brewery on documentation. Please advise.

Thank you for your help!



Leia DeVita · Labor Relations Specialist
3939 West Highland Blvd · Milwaukee, Wisconsin · 53208-3175
Leia.DeVita@MillerCoors.com · (414) 931-3596 · Cell (203) 536-8932

FORM EXEMPT UNDER 44 U.S.C 3512

FORM NLRB-501 UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
(2-06) AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the sileged unfair labor practice occurred or is occurring. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer b. Tel. No. (336) 627-2471 MillerCoors, LLC c. Cell No. (336) 552-4998 f. Fax No. d. Address (Street, city, state, and ZIP code) e. Employer Representative 1863 E Meadow Rd. Tracy Marvin q. e-Mail Eden. NC 27288-4067 HR Manager marvin.tracy@millercoors.com h. Number of workers employed 600 i. Type of Establishment (factory, mine, wholeseler, etc.) j. Identify principal product or service Brewery Beer k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about May 21, 2015, the above-named Employer, by (b) (6), (b) (7)(C) , threatened to lay off in retaliation for union activity. In about May 2015, the above-named employer, by (b) (6), (b) (7)(C) , advised employees that it was rescinding its earlier offer to move mechanics back to mechanic positions, because of union activities and NLRB activities. Since about May 2015, the Employer has failed and refused to move mechanics back to mechanic positions, and has failed and refused to meet on the matter further, because of union activities and NLRB activities. Full name of party filing charge (if labor organization, give full name, including local name and number) International Brotherhood of Teamsters 48. Address (Street and number, city, state, and ZIP code) 4b. Tel. No. (336) 996-2040 3910 Teamsters Place (336) 274-2992 Colfax, NC 27235-5600 4d. Fax No. (336) 996-4431 4e. e-Mall idavidjames@earthlink.net 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Tel. No. 6. DECLARATION (336) 996-2040 I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief, Office, if any, Cell No. J. David James, Esquire (336) 274-2992 son making charge) (Print/type name and fitte or office, if any) Fax No. (336) 996-4431 3910 Teamsters Place, Colfax, NC 27235-5600 jdavidjames@earthlink.net (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD



SUBREGION 11 4035 University Pkwy Ste 200 Winston Salem, NC 27106-3275 Agency Website: www.nlrb.gov Telephone: (336)631-5201 Fax: (336)631-5210 Download NLRB Mobile App

September 25, 2015

Tracy Marvin, HR Manager MillerCoors, LLC 1863 E Meadow Rd Eden, NC 27288-4067

Re:

MillerCoors, LLC Case 10-CA-157476

Dear Ms. Marvin:

Enclosed is a copy of the first amended charge that has been filed in this case.

<u>Investigator</u>: This charge is being investigated by Compliance Officer JENNY DUNN whose telephone number is (336)631-5216. If the agent is not available, you may contact Supervisory Attorney SHANNON R. MEARES whose telephone number is (336)631-5230.

<u>Presentation of Your Evidence</u>: As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations in the first amended charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

<u>Procedures</u>: Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the Board agent.

Very truly yours,

Claude T. Harrell, Jr. Regional Director

By:

Scott C. Thompson Officer in Charge

Enclosure: Copy of first amended charge



UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD



SUBREGION 11 4035 University Pkwy Ste 200 Winston Salem, NC 27106-3275 Agency Website: www.nlrb.gov Telephone: (336)631-5201 Fax: (336)631-5210 Download NLRB Mobile App

September 25, 2015

J. David James, Esq. International Brotherhood of Teamsters, Local 391 3910 Teamsters Pl Colfax, NC 27235-5600

> Re: MillerCoors, LLC Case 10-CA-157476

Dear Mr. James:

We have docketed the first amended charge that you filed in this case.

<u>Investigator</u>: This charge is being investigated by Compliance Officer JENNY DUNN whose telephone number is (336)631-5216. If the agent is not available, you may contact Supervisory Attorney SHANNON R. MEARES whose telephone number is (336)631-5230.

<u>Presentation of Your Evidence</u>: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the first amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

<u>Procedures</u>: Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the Board agent.

Very truly yours,

Claude T. Harrell, Jr. Regional Director

By:

Scott C. Thompson Officer in Charge

SUBREGION 11 4035 University Pkwy Ste 200 Winston Salem, NC 27106-3275

Agency Website: www.nlrb.gov Telephone: (336)631-5201 Fax: (336)631-5210

September 30, 2015

J. David James, Esq. International Brotherhood of Teamsters, Local 391 3910 Teamsters Pl Colfax, NC 27235-5600

> Re: MillerCoors, LLC Case 10-CA-157476

Dear Mr. James:

We have carefully investigated and considered your charge that MillerCoors, LLC has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss certain allegations of your charge for the reasons discussed below.

Your charge alleges that about May 21, 2015, the Employer violated Section 8(a)(1) of the Act by threatening to lay off employees in retaliation for their union activities. The investigation disclosed that on May 21, the Employer's packaging manager met with a nonemployee union representative to discuss ongoing issues at the plant, including the Employer's decision to move mechanics to operator positions. During their discussion, the manager said that the Union should stop filing grievances, stating that things "could be worse." As an example, the manager said it would be worse if the Employer had to lay off two mechanics. Given the context of the discussion, and that there were no employees present at the time, I find that the manager's statement does not violate the Act.

Your charge also alleges that since May 2015, the Employer has violated Section 8(a)(1) and (5) of the Act by failing and refusing to return mechanics to their regular positions and by refusing to meet and bargain over their transfer to operator positions because the Union filed grievances and an unfair labor practice charge against the Employer. The investigation disclosed in April and May 2015, the Employer and Union had several discussions about resolving grievances involving the transfer of mechanics to operator positions and were close to a resolution that would allow the Employer to conduct performance reviews of the mechanics. However, on May 11, (b) (6), (b) (7)(C), abruptly advised two (b) (6), (b) (7)(C) that the Employer was no longer willing to continue settlement discussions because of the grievances and an unfair labor practice charge that the Union had filed. Although the parties met on two subsequent occasions in late May and June, the investigation failed to disclose any further substantive bargaining over the mechanics' transfer.

On July 30, 2015, in connection with a related charge, Case 10-CA-150641, the Employer informed the Regional Office that it was willing to process grievances concerning the mechanics' transfer. Based on the Employer's assurances, the Region, on July 31, deferred the charge to the parties' grievance and arbitration procedures. Inasmuch as the Employer is willing to discuss with the Union and attempt to resolve in the parties' grievance procedure the dispute that the Union had been discussing with the packing manager in April and May 2015, I find insufficient evidence that the Employer is violating Section 8(a)(1) and (5) of the Act by refusing to bargain over the mechanics' transfer. As to your contention that the Employer violated Section 8(a)(1) and (5) of the Act by refusing to return the mechanics to their regular positions, the evidence did not establish that the Union and Employer's discussions over the mechanics' transfer resulted in an agreement that would obligate the Employer to do so.

Accordingly, I am dismissing these portions of the charge.

Conditional Decision to Dismiss:

The charge also alleges that the Employer violated Section 8(a)(1) of the Act when, on May 11, 2015, **(b) (6), (b) (7)(C)** advised that would not continue settlement discussions regarding the mechanics' transfer because of the Union's grievances and unfair labor practice charge. Based on the investigation, it appears that this allegation has merit. However, I have conditionally decided to dismiss this remaining allegation of your charge six months from today because there have not been any meritorious charges against the Employer within the past several years and because the conduct is isolated in nature.

If a meritorious charge involving other unfair labor practices is filed against the Employer during that period, I will reconsider whether further proceedings on this allegation of the charge are warranted.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on E-File Documents, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on October 14, 2015. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed no later than 11:59 p.m. Eastern Time on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than October 13, 2015. If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely. If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an

extension of time is **received on or before October 14, 2015.** The request may be filed electronically through the *E-File Documents* link on our website www.nlrb.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after October 14, 2015, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

Claude T. Harrell Jr. Regional Director

By:

Scott C. Thompson Officer in Charge

Enclosure

cc: Tracy Marvin, HR Manager MillerCoors, LLC 1863 E Meadow Rd Eden, NC 27288-4067

> Leia DeVita Labor Relations Specialist MillerCoors, LLC 3939 West Highland Blvd Milwaukee, WI 53201



UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

SUBREGION 11 4035 University Pkwy Ste 200 Winston Salem, NC 27106-3275 Agency Website: www.nlrb.gov Telephone: (336)631-5201 Fax: (336)631-5210

April 1, 2016

J. David James, Esq. International Brotherhood of Teamsters, Local 391 3910 Teamsters Pl Colfax, NC 27235-5600

> Re: MillerCoors, LLC Case 10–CA–157476

Dear Mr. James:

We have carefully investigated and considered your charge that MillerCoors, LLC has violated the National Labor Relations Act.

Decision to Dismiss: On September 30, 2015, I informed you I would dismiss the remaining allegation of the charge in this case in six months unless there was a determination that the Charged Party committed additional violations of the Act that would make dismissal of your charge inappropriate. Since that has not happened, I am dismissing your charge.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on E-File Documents, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on April 15, 2016. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed no later than 11:59 p.m. Eastern Time on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than April 14, 2016. If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely. If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before April 15, 2016.** The request may be filed electronically through the *E-File Documents* link on our website www.nlrb.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after April 15, 2016, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

Claude T. Harrell Jr. Regional Director

Bv:

Scott C. Thompson Officer in Charge

Enclosure

cc: Tracy Marvin, HR Manager MillerCoors, LLC 1863 E Meadow Rd Eden, NC 27288-4067

> Douglas J. Heckler MillerCoors, LLC 3939 W Highland Blvd Milwaukee, WI 53208-2866

Leia DeVita 3939 W Highland Blvd Milwaukee, WI 53208-2866